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TO NALGO
—Page 243

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

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THREEPENCE

MAKE 1945 VICTORY YEAR FOR NALGO! A New Year Message from the President

WRITING on this page a year ago, my predecessor in the presidential chair, Mr. Ilin Roberts, expressed the hope that 1944 would see the war in Europe crowned with an und victory. That hope is in process of being filled, although the fruits of the victory, a final defeat of our enemies, and the return of their conquerors to a Britain at peace, have been deferred. Many thousands of NALGO members are still fighting bitter and determined battles in the mud and ice of the Rhineland, in rain-soaked mountains of Italy, in the burning jungles of Burma, in the skies, and on the high seas. Many thousands more are fighting battles at home, less dangerous but less arduous, against the devastation and hardship caused by enemy attacks against this country. For some, the struggle will be long and hard, but to all I can, with confidence, add the traditional wish of a Happy New Year—a year which will bring the trustworthiness of a job well done and, to many, I trust, a return to home, family, and friends.

The price of victory is heavy. Already, according to our records, which are not so complete as we would wish, out of some 400 NALGO members in the Forces, 424 have given their lives, 559 are missing, and 556 are prisoners still in the hands of the enemy. To those who have made the supreme sacrifice we offer our homage, and to those who have left in sorrow and loneliness, our sympathy. Nor have our members in the Armed Forces been the only victims of this world tragedy. This is total war, and we mourn also many who have lost their lives and sympathise with those who have been reaved, injured, or left homeless in the battle of the Home Front.

Triumph of Whitleyism

Turning from the spectacle of world conflict to the smaller stage of NALGO affairs, we can claim here too another year of progress and achievement. Outstanding in the record of the advance of Whitleyism. How well the Association has been justified in pinning its faith, notwithstanding many setbacks and disappointments, to the principle of economic progress through joint negotiation! Since the National Whitley Council was reconstituted a year ago with the adhesion of the associations of local authorities, no fewer than 500 local authorities which had hitherto remained outside its orbit have come in—with the result that more than a thousand now subscribe to Whitley methods and principles. Progress here, indeed, is greater than it would appear from the figures alone, for of the 500 local authorities still standing in isolation, the majority are very small, employing few full-time officers, and are therefore of little significance from the point of view of the local government service as a whole: well over

three-quarters of all local government officers are now subject to Whitley Council decisions.

In addition to gaining in strength, the National and Provincial Whitley Councils have made effective progress in laying the foundations for that national code for the local government service towards which we

subscribe to its awards, there are likely always to be some which will seek to ignore or flout them; that is part of the price we must pay for our system of local autonomy, in other respects so valuable. But here, happily, the Government has come to our aid. The Wages Councils Bill, presented to Parliament a few weeks ago, seems likely to provide us with a sanction against the unprogressive local authority almost as powerful as the National Arbitration Tribunal has proved during the war. It gives us the power to compel every local authority to observe terms and conditions of employment not less favourable than those prescribed by the National and Provincial Whitley Councils. This means that, once the Whitley Councils have agreed on national scales, we shall be able to ensure that they are nationally observed—a great advance, as all will recognise who remember the disheartening days when NALGO had to bargain separately, and often fruitlessly, with each of 1,530 local authorities.

All Activities Expanding

In many other fields, too, our progress has been marked. Despite staffing difficulties, we have expanded and improved our organisation work, and have cleared the way for further development immediately the war is ended. The recruitment of women proceeds apace, and in branches and districts women's committees are being formed and are doing fine work. Just before Christmas we submitted evidence to the Royal Commission on Equal Pay which will, we hope, help to persuade the commission to recommend national adoption of three principles to which NALGO is committed—equal pay for equal work, equality of opportunity, and removal of the marriage bar. Every other activity of the Association continues to expand—the Legal Department, keeping its perpetual watch on the interests of local government officers likely to be affected by new legislation and giving free advice and legal help to every member in need of it; the Education Department, which is planning big post-war developments; Public Relations, the essential background to all our activities; the Building Society—which, in 1944, led the country by offering 90 per cent advances to members and quadrupled the amount it lent to assist house purchase; the Provident Society, giving much-needed help to members in sickness; Logomia, which, in addition to dealing speedily with many war damage problems, launched an educational endowment scheme; the Approved Society, which has never allowed its threatened dissolution under the Government's social insurance plans to deflect it from its beneficent activity; and the Benevolent and Orphan Fund, which, in addition to giving generous help to all in need, is laying down useful funds to meet possible future calls.

ON OTHER PAGES

The Challenge of 1945—New Year Messages to NALGO Members	243
L.C.C. Supplies Department Equipped E.M.S. and Bought for Allies—by E. J. Boswell King	244
N.E.C. to Seek Higher War Bonus	246
Emoluments and Superannuation	247
N.W. District Presentation to H. Corser	247
A NALGO Diary—by "Abingdon"	248
To Gain Sex Equality We Must Raise Status of Domestic Work—by "Onlooker"	249
From My Bookshelf—by Edward Kay	250
Civil Affairs in Italy—by Lt. R. S. B. Knowles	250
Meet the Temp—by "Tobias"	251
At Random—by "Hyperion"	251
Readers' Forum	252
Roll of Honour	256
Scottish Notes	256
B. & O. Fund Brought Christmas Cheer to Many	256
Salaries and Service Conditions	257

have been striving for so long. Already, they have prescribed a scale of war bonus which has been adopted by the majority of local authorities throughout the country, and have approved far-reaching proposals for the rehabilitation and re-employment of local government officers discharged from the Forces as a result of disability. More important still, they are now embarking—at the request of the employers' side, be it noted—on the preparation of that national scale of salaries and standard code of conditions of service which has been NALGO's major objective ever since compulsory superannuation was achieved. Simultaneously, they are working on comprehensive plans for the resettlement of all local government officers discharged from the Forces, and are studying the problem of qualifications, training, and promotion within the service. That is a fine and encouraging beginning for an organisation which, in its new form, is but a year old, and we can, I believe, look with confidence to substantial progress in the coming months.

Awards Will Be Binding

Whitleyism alone, of course, is unlikely to give us all we want, since it is a voluntary method of determining conditions, and, although the majority of local authorities now

So much for 1944. What of 1945? During the past months I have visited branches in many parts of the country, and I have everywhere found both a growing interest in NALGO's work and an insistent questioning as to its plans for the years to come. Those are healthy and heartening signs. Not only is the Association stronger and more influential than it has ever been, it is also more progressive and more determined to rise to the full height of its influence.

We face many and difficult problems. The achievement of national scales; the re-settlement of our 40,000 members returning from the Forces; the protection of the thousands of members likely to be affected by forthcoming changes in local government administration; the improvement of the economic and service status of women; the expansion of our educational work; the safeguarding of hard-won conditions; and the development of a local government service fully trained and equipped to meet the tasks of peace and reconstruction—these will call for all that we have of ability and determination.

Ambitious Plans

To meet these problems we are making ambitious plans. Organisation, at Headquarters and in districts and branches, is to be still further expanded and strengthened. Our educational activities are to be developed far beyond their pre-war standard, high as that was. Public relations—which will this year give the country the first national exhibition of local government ever prepared—is to be substantially reinforced. We are promised a weekly journal, bigger, brighter, and more influential than our present one. All the ancillaries are to be made of still greater service to members. We are doing all we can to get the holiday centres reopened, and are considering the possibility of increasing their number and acquiring another convalescent home.

Within three years of the end of the last war NALGO more than doubled its membership and extended its influence manifold. I can see no reason why, after this war, it should not go far to repeat that great renaissance. We face a tremendous opportunity—an opportunity not only to build up an Association that will be of untold benefit to every one of its members but, more important, to develop the local government service as an instrument of equal benefit to the community we so proudly serve. How far we succeed will depend not so much upon our leaders, the N.E.C. Conference delegates, branch and district officers and committees, as upon each and every individual member. Given his or her wholehearted support, given unity, enthusiasm and determination, and there is no limit to what NALGO might do. Let us, then, look forward to 1945 and make it Victory year for NALGO as well as Victory year for Britain.

A. Harrold

Compulsory Arbitration

WILL compulsory arbitration survive the war? is a question which—as the Conference agenda showed—has agitated NALGO branches during the past months. The Conditions of Employment and National Arbitration Order, introduced in 1940, has benefited local government officers more directly than any other legislative measure since the passing of the Superannuation Acts. With the aid of the compulsory arbitration machinery it established, we have obtained supplementation of war service pay for all save a handful of local government officers in the Forces, have secured a national standard of war bonus for the majority of our members, and have righted a

number of individual wrongs and grievances. The National Arbitration Tribunal promised to be a most potent, if not the only effective, instrument through which the decisions of the National and Provincial Whitley Councils might be made mandatory upon all local authorities, and national standards of salary and service conditions achieved.

But the Order, and the Tribunal, were wartime creations only. The Order was made to compensate the trade unions for their voluntary abrogation during the war of their favoured weapon, the right to strike. Some had hoped that, having had experience of the Tribunal, they would be willing to retain it, but, as we indicated in October, they are not. They refuse to abandon the "big stick" of the strike, and therefore the Tribunal must go.

This is a severe blow to local government officers, who, as public servants, have always regarded the strike as a weapon they could not use save under the most extreme provocation. NALGO has argued vigorously that, denying itself that defence, it was entitled to some other form of protection against the bad employer.

Whitley Standards Enforced

In the Wages Councils Bill, presented to Parliament last month, the Minister of Labour has gone a long way to meet the Association's claim. While preparing to drop the National Arbitration Order and to disband the Tribunal, he has agreed to maintain, for five years after the war, the main features of Part III of the Order.

That Section requires employers to observe terms and conditions of employment no less favourable than those established by virtue of agreements between employers' organisations and trade unions representative of substantial proportions of employers and workers. Agreements reached by the Provincial Whitley Councils come within that definition and therefore they will, when the Bill becomes law, be binding upon every local authority in each Provincial Council area. Should a local authority refuse to give effect to a Provincial Council decision, NALGO will be able to declare a dispute and take it to the Industrial Court, and a decision of the Industrial Court will become an implied term of the contract between the local authority and its officers and thus enforceable at law. In other words, for five years after the National Arbitration Order has expired, we shall be able to compel every local authority to observe standards of salary and conditions of service agreed by the Provincial Whitley Councils.

Need for Appeals Tribunals

This will be a substantial achievement. The new machinery falls short of that provided by the National Arbitration Order in one respect only—namely that it makes no provision for an employee, or a group of employees, to take to arbitration a dispute not covered by a Whitley Council decision. Cases such as those of the town clerk who was unjustly dismissed or of the director of education and the county accountant who had been refused proper salaries, will no longer be subject to compulsory arbitration. The only remedy for such cases and for similar personal grievances will be to set up, within the structure of Whitleyism, special appeals tribunals whose decisions, if approved by the Whitley Council, will become legally enforceable conditions of service. It must be one of NALGO's objects now to set up such tribunals—their prototypes already exist in some Provincial Councils and are working with success.

But what will happen when the five years is ended, and this special protection is withdrawn? Shall we then revert to the pre-1939 chaos? That must never be allowed to happen. By that time, the machinery of Whitleyism should be stronger and all local authorities, we believe, will recognise its value. By that time, if NALGO and the other trade unions concerned play their part with vision and

wisdom, the local authorities will be ready, with them, to set up special arbitration machinery for the local government service competent to settle any dispute between one or more local government officers and the authorities employing them. This is our aim, and the legislation now proposed gives us a chance to achieve it.

The Illegitimate Child

ILLEGITIMACY, though a constant problem, is invariably accentuated in time of war, and the present conflict has proved no exception. What is exceptional today is the more humane attitude towards it.

Nothing could more effectively demonstrate this change than the scheme recently approved by Kent County Council, on the recommendation of a conference of county welfare authorities, religious bodies, and voluntary organisations. Briefly, it provides for the fullest assistance for every unmarried mother needing it, and for her child, from the moment she comes to the notice of the local authority until her problem has been solved.

The mother will be cared for during pregnancy and childbirth. Wherever possible, she will be urged to persuade her parents to give the child a home, possibly with some financial assistance (this point awaits further investigation). Failing that, she will be found a home, preferably with the baby, in lodgings or in an institution, or if that is impossible, a suitable foster-mother will be sought and financial assistance given, or the child will be cared for in a residential nursery. If the mother is very young, or is already married, she will be helped to get the child legally adopted, and she will be assisted to obtain financial support from the father.

The county council is to consider the establishment of a post-natal hostel into which mother and child could be received until the mother was fit for work—with an average stay of three months.

The scheme provides for the closest collaboration between all concerned—midwives, health visitors, probation officers, moral welfare workers, and hospital almoners—under the general supervision of medical officers of health, and a specially trained county health visitor is to be appointed to assist in administration and co-ordination and to investigate special cases.

Small wonder that Dame Louise McIlroy, chairman of the National Council for Maternity and Child Welfare, should acclaim this scheme as "a very great step in the advancement of the welfare" of illegitimate children and express the hope that Kent's example will be followed by other counties, with the blessing of the Ministry of Health.

For Discussion Groups

THOSE branch discussion groups which have found much food for debate in the recent radio series, "Getting Things Done," are likely to find material of equal interest in the coming broadcasts in the programme, "Teach You Talking." Opening on January 11 with "Sex Equality"—a topic of special interest to women's committees—the series will continue on succeeding Thursday evenings with "Full Employment," "The Countryside," "Class Distinction," "Local Accent—Do They Matter?" "Our Future Towns," "Equal Opportunity," "Punishment," and "Brothers and Sisters." In view of the prospect of a general election, the last three programmes will deal with elections—parliamentary representation, the party system, and how an election is run.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

The Challenge of 1945—Ministers' New Year Messages to N A L G O Members

243

The local government service has done a fine job during the war; but it must—and will—be ready for still harder tasks in the years of reconstruction that lie ahead—such is the burden of these New Year messages, specially written for "Local Government Service" by the Cabinet Ministers most directly concerned with local government, and by Sir Malcolm Eve, chairman of the War Damage Commission, and Sir Horace Wilson, independent chairman of the National Whitley Council.

III—Greater Opportunities in Year Ahead

From the Rt. Hon. H. U. WILLINK, M.C., K.C., M.P., Minister of Health.

THEN, a little over a year ago, I became Minister of Health, I had had comparatively little contact with the normal work of local authorities, although as Special Commissioner for the care and rehousing of the homeless in the London Civil Defence Region I had the advantage of three years of close collaboration in the war work of local authorities and their officers. Indeed, few Ministers of the Crown can have had more reason than to appreciate the work of local government officers in emergency and their skill and devotion in the performance of their duties.

Now that I am asked to send a New Year message to LOCAL GOVERNMENT SERVICE, I would like to say that as Minister of Health I have had many opportunities for appreciating how much solid work local government officers devote to the normal functions of their authorities, as well as to their special war-time actions. The past year has been a very difficult one, a year in which civil defence has taken up much of the time of local authorities, and in Southern England has been a matter of life and death, yet one in which there has been imperative need for local authorities and their staffs to put in much work on preparations for the social improvements that have been delayed by the war. In particular, I should mention what the depleted staffs of local authorities have done on housing, both the repair of war damage and the preparation of new housing schemes.

1945 will be a year of still greater opportunities. We trust that it will see the end of "enemy action," and the return to civil life of some of the men now in the Forces. But the demands of reconstruction and social work are likely to increase greatly, and I should be a false prophet if I were to suggest that local government officers, any more than other people, are likely to have an easier time. It will still be a question of finding the men for the work, not the work for the men. I am confident that in these circumstances the men and women of the local government service will show themselves zealous and competent as ever, and fully adequate for their duties in the inspiring tasks before us.

Herb. Willink

Peace-Time Calls Heavier than those of War

From the Rt. Hon. HERBERT MORRISON, M.P., Home Secretary and Minister of Home Security.

I AM glad to have this opportunity of sending my best wishes for the New Year and the future to officers of local authorities throughout the country. There are good reasons for hoping that in 1945 local authorities will be able again to devote their full energies to their many peace-time tasks. It does not need me to tell you that these will be heavy and that the responsibilities of the local authorities for the successful solution of the problems of social reconstruction will be second only to those of the Government itself.

The war on the civil defence front, to speak of the main wartime activity of local govern-

ment with which I am concerned as Home Secretary and Minister of Home Security, has more than confirmed the high opinion which I already had, after long experience in local government myself, of the capacity, resourcefulness, and zeal of all grades in the local government service. I know, too, how serious have been the difficulties under which local government administration has had to be carried on owing to war conditions; and the way in which local government officers have risen to the calls which have been made upon them in the past five years, including that historic period when our nation was in greater peril than at any previous time, gives me full confidence in their ability to carry through the great programme of reconstruction which lies before them.

In some ways I think the demands which the speedy and successful completion of this programme will make will be heavier and more difficult than those made by the war, during which, by common consent, all other considerations have been subordinated to the single object of the defeat of the enemy. We shall need in the post-war years something of the same spirit of single-minded determination which has carried us through the war, and, in the case of local government officers, I suggest that this will be a disinterested but energetic desire to give of their utmost in the service of their local authorities and the communities which they represent. The history of our local government service—at any rate in modern times—shows that we can rely on the problems of the post-war period—and they are already pressing upon us—being tackled in just this spirit.

Good luck and again best wishes to you all.

Herb. Morrison

Social Plans an Inspiration and a Challenge

From the Rt. Hon. LORD WOOLTON, Minister of Reconstruction.

WE are constantly being reminded of the hard work that lies ahead of us all when we have defeated the enemy if we are to bring this country through the difficult days of the transition.

Local government officers need no reminding of this. They know better than anyone the size of the housing problem and the volume of work that will have to be done to bring our social services to the new high standards set in the Government's plans for social reform.

These plans will provide both an inspiration to local government officers and a fresh opportunity to develop a vigorous democracy around local government affairs. The splendid work that you have done in the war under great difficulties has given proof that you will measure up to this challenge.

I send my best wishes to you all in 1945, which should see the beginning of the work of reconstructing our country—a work in which local government in close partnership with central government will have such a big part to play.

woolton

Big New Calls for Work of Educational Reform

From the Rt. Hon. R. A. BUTLER, M.P., Minister of Education.

I AM glad to send New Year greetings to local government officers through the N A L G O journal.

I should like to express the thanks of His Majesty's Government for the devotion and zeal of local government officers in the exacting and ever-changing conditions of these war years.

My work brings me in contact with the staffs of local education authorities and I have deeply appreciated their support for educational reconstruction. The passing of the Education Act was a landmark, and already a good beginning has been made with the reform of the system of local educational administration. 1945 will see the new education system take definite shape and I am confident that local education authorities and their staffs will respond readily and prove equal to the new calls which will be made on them.

1945 will certainly be a strenuous year: may it also be a happy and victorious one.

Rab Butler

Town and Country Planning will bring Novel Tasks

From the Rt. Hon. W. S. MORRISON, M.C., K.C., M.P., Minister of Town and Country Planning.

I AM grateful to LOCAL GOVERNMENT SERVICE for this opportunity of conveying to you my New Year greetings and good wishes. I know at first hand something of the burdens which you have been called upon to bear during the past year. The problems of administration multiply, while staffs are inevitably reduced. Many administrative officers, planning officers, architects, surveyors, and engineers in local government employ have been drafted into the fighting forces or into war industry, and their deficiency cannot, for the time being, be made up by new recruitment. War-time shortages of all kinds, the ever-present difficulties of communications and transport, the problems arising from the displacement of population—all these things combine to complicate the work of administration. Yet, in spite of everything, you have fulfilled all the obligations that have been laid upon you, not only in the sphere of war-time emergency administration, but also to an increasing extent in the sphere of reconstruction.

I and my staff at the Ministry of Town and Country Planning look to you as our partners in the planning field. The Town and Country Planning (Interim Development) Act of 1943, and the Town and Country Planning Act of 1944, constitute important instalments of a new policy, the ultimate success of which will depend to a large extent upon your efforts. By the former, planning control has been made general throughout the country, and by the latter, far-reaching new powers have been vested in planning authorities and the Minister in order that war-damaged and obsolescent town areas may be re-developed on the best modern lines. All this means work of an

(Continued on next page)

244 L.C.C. Supplies Department Equipped the E.M.S. and Has Bought for the Allies

By E. J. BOSWELL KING, C.B.E., M.C., Chief Officer of Supplies, L.C.C.*

Head of a department which spends between £4,000,000 and £5,000,000 a year, Mr. BOSWELL KING puts up a convincing case for central buying. Many big local authorities practise it, but what about the smaller ones? Would not they benefit from a joint buying agency? We shall welcome readers' views on the suggestion.

IT has long been recognised that in any undertaking which performs executive work and which is large enough to be divided under departmental control, the advantages and economies to be secured by separating and centralising the function of purchasing are so marked and, indeed, so obvious as to pass any test by the standards of good business administration. This recognition has been made effective in great commercial and public

utility undertakings and, further, central buying has stood the test of time.

In the London County Council, the centralisation of buying by a separate special department was instituted as far back as 1909 and since that year the history of the present supplies department records the progressive extension of its powers until now, when it is responsible for purchasing all the requirements of the Council's departments (with the

exception of fixed machinery) and for arranging for the provision of many other services, such as funerals.

We live in an age of specialisation, and buying has its own technique. To purchase competently, expeditiously, and economically it is not only necessary to know exactly how to buy, where to buy, when to buy, what to buy and how to ensure that you are getting what you ordered. In addition, a supplies department should have within itself knowledge and experience of sources of supply, of manufacturing processes, of trade customs and usages and what used to be called the tricks of the trade, of materials and their constitution and qualities, of methods and measures of packing and transport, of the seasonal rise and fall of production and importation, and of the latest developments of industrial invention and products. Indeed, this experience is very largely drawn on for advice even before it has been decided what to buy.

In a big public service like the London County Council, where the chief officer of supplies has the supervision of buying to the tune of something between four and five million pounds a year, there is full-time employment of technical officers recruited from the commercial world, each a specialist in his own line of country, familiar with trade practice and in touch with current trade developments. There are officers with high technical qualifications in food, furniture, medical and surgical supplies, clothing, textiles, leather goods, printing paper, household goods, motor cars, fuel, timber, paint, building materials, and so on.

In a number of cases, the experience of these officers is complementary in a most valuable way—for example, furniture and timber, textiles and clothing.

It would be manifestly extravagant for the different departments, if there were no centralised purchasing department, each to employ full-time technical experts: to attempt to share them would be attended by those difficulties with which every local government officer is familiar where there is divided control. Further, of course, the functions of the technical officers are advisory. They form only a small part, although an essential and valuable part, of the administrative apparatus.

£1,000,000 Worth of Stores

To provide for a continual flow of supplies for the L.C.C. with its great hospital service, its education service, its social welfare institutions, its housing estates, its parks, its farms (nearly 7,000 acres), its ambulance service, greatly complicated by very large war-time additions such as the rest centre service, meals services, debris-disposal and heavy rescue services, and motor maintenance and repair work for civil defence vehicles for the London Region, necessarily involves the need of stores depots, warehouses, repair shops, and a transport fleet for collection and delivery.

Current stocks of stores under peace conditions are naturally kept down to the minimum working level but in war-time, with the additional services, greater contingencies, and the need for dispersal, it is necessary to carry in any one time about a million pounds worth of stores. The machinery for the control, accounting, proper care, methodical turn over and the handling of stocks of this extent must

More New Year Messages to Members

(Continued from preceding page)

exacting, and often of a novel, kind for local authorities and Central Government alike. I am confident that in the coming year you will undertake it in a spirit worthy of the service to which you belong, and of the sacrifices now being made by your colleagues on the fighting front. It is up to us to hold on and keep faith with the job until the day—which, let us hope, may not be far off—when they return to share in it once more.

D. S. Monson

War Damage the Greatest Repair Job in History

From Sir MALCOLM TRUSTRAM-EVE, Bt. M.C., T.D., K.C., Chairman of the War Damage Commission.

MY acquaintance with the work of local government officers has been fairly long and intimate, and I recall with pleasure many keen battles—sometimes with them and sometimes against.

The four years since the passing of the War Damage Act of 1941 have brought me into close association with them in an entirely new phase of mutual endeavour. The results of enemy aerial activity confronted local authorities and their officers in various parts of the country with a host of problems. I am well aware how manfully they have been tackled, and how, despite the shortness of staff inevitable in war-time, those who are colloquially known as "the council people" have buckled to the task of solving them.

The clerical work necessarily involved is in itself a great strain. That is the part which the public does not see and knows little or nothing of. What it does see and know is that hard on the heels of the life-savers come the house-savers; that every possible thing is done for the immediate succour of the unhappy people rendered temporarily or permanently homeless; that in its own area there is a body of hard-working officials scheming and improvising in the effort as far as possible to mitigate the effects of a tragedy.

It will, I am sure, be understood elsewhere if, because of my particularly close relationship to it, I say a special word about the work for London. All the world knows now of the appallingly difficult situation with which the flying-bomb campaign presented practically every local authority in the Region. Called upon to be the principal agents in the task of dealing with the greatest repair job in the history of the world, London's local government officers have faced up to it courageously, and there can be no better tribute to their

efforts than the fact that the aim we all set ourselves promises to be achieved.

None of us can prophecy for how much longer—in some parts of the country, at all events—this long-sustained effort will need to be continued. But of one thing we may be certain—that the local government officers will answer every call made upon them. We look forward to the peace. When it comes, I think "the council people" may take to themselves the comforting thought that they, also, have "done their bit"—and done it well.

Malcolm Trustram-Eve

Whitley Council Progress will be Continued

From Sir HORACE WILSON, G.C.B., G.C.M.G., K.C.B., Independent Chairman, National Whitley Council.

THE re-constituted National Joint Council for Local Authorities' Administrative, Professional, Technical and Clerical Services has now completed its first year of office and in that time much ground has been covered by the Council and its executive committee. Members of both bodies, whether representatives of the authorities or of the officers, have had ample opportunity of discussion and full use is being made of the opportunity—which is just what Whitleyism was intended for. So, too, results have been secured, which is also what Whitleyism is intended for.

There is, I believe, every reason to feel assured that the progress made will be continued in the coming year and that the Council will make useful contributions towards the solution of the many problems which confront the local government service now, as well as those which will confront it in the future. During the past year the National Council, with the Provincial Councils, has become more fully representative of the local authorities and it can therefore approach even more confidently the consideration of the various matters which will come before it. Included in those matters will be, I hope, not only what may be termed current day-to-day business, such as the adjustment of remuneration, but also the long-term business of developing the local government service in ways that will enable it to meet the demands made upon it by the requirements of the rate-paying public.

Through LOCAL GOVERNMENT SERVICE I send my good wishes for the coming year to the members of N.A.L.G.O. and to all who are concerned with and affected by the work of the National Council.

Horace Wilson

*Since this article contains expressions of opinion apart from record of fact it is necessary in order to satisfy a standing order of the L.C.C. to state formally that no responsibility rests on the Council in regard to the author's opinions.

lly call for close supervision and well-organized administration.

Under the L.C.C., the Supplies Department responsible for every step in the purchase of goods, from the drafting of specifications to the issuing of tenders and quotations to the very end of consumption and the keeping and passing of accounts for payment. Drawing of cheques in payment is done by the Comptroller of the Council.

The chief officer is responsible to the supplies committee (in wartime to the civil defence and general purposes committee for purely civil defence services) to which every chase exceeding £500 in value is reported. Under war conditions, a great deal of additional work falls on the chairman of the supplies committee and it is the practice for the chief officer to keep the chairman fully informed. A word about the economies of centralised buying. The aggregation of the requirements of the different departments of the council is for very great quantities of nearly all the items in common use. The supplies department is therefore in a favourable position for gaining, and manufacturers and producers are well worth while to enter into competition for the council's business. To a large extent it is possible to deal with the final producer or, if may be, importer. By programming, many articles can be ordered from the source of manufacture at seasons when favourable prices are forthcoming. In all, the fact that the council is a big buyer of war articles made by the same manufacturers leads to tenders and offers which would otherwise not be considered worth while, owing to firms in a large way of business. An illustration of the effect of price margins on purchases made on the council's scale of prices before the war, a penny a yard less the price paid for cotton goods would mean a saving of nearly £4,000 a year.

How Work is Co-ordinated

As every professional administrator knows, great headache in constructing a plan of departmental organisation is in ensuring co-ordination at the right levels. The L.C.C. supplies department is organised vertically, by sections, for purchasing and personnel, and horizontally for supervision and accounting. Purely executive work connected with chasing is grouped into main divisions such as food, clothing and textiles, furniture, hardware and general stores, medical supplies, transport and farm supplies, paper, printing, educational apparatus and stationery. These groups have their local stores and depots, which perform their functions under vertical direction. Allied to the work at the depots is the management of the group of motor repair and maintenance depots. These have been greatly expanded under wartime conditions and employ an operative staff of about a thousand. Personnel and office organisation are directed vertically under an establishment officer who is stationed at headquarters. The supervision of contracts, the invitation and receipt of tenders and quotations, and the application of statutory rules and orders, is under a contracts section which functions horizontally with officers attached locally at each of the main depots to exercise administrative control and supervision on the spot. Similarly, the accounting is directed horizontally, also with officers working at the depots under central direction.

On the head office staff of the department are two divisional officers of high status and responsibility who spend the greater part of their time visiting the local depots and offices, scrutinising the documents dealing with purchases, and passing under delegated authority transactions where the amount involved is over £500, except where acceptance involves



Inside one of the huge L.C.C. motor repair depots, which, with the maintenance depots, have been greatly expanded during the war and today employ between them approximately a thousand workers.

passing over the lowest tender. The original papers of exceptions, special purchases, and where the value exceeds £500 are submitted to me personally, together with a detailed draft report of the transaction concerned. Also attached to headquarters is an inspections branch with functions comprising stock checking, inventories, inspection of certain commodities, and special inquiries.

In addition, under my personal assistant, there is a statistical control section which supplements my oversight of the department's work.

It is only stating the obvious to say that an essential factor of successful supplies work is the careful, prompt and accurate accomplishment of paper work. The general manager of one of the biggest and most modern manufacturing concerns recently said to me, "In my view, it is unlikely that you can have too much paper work at the right points of operation." Local government officers will perceive that a certain irony lies in this being said by a business man of great executive ability and not by a critic of public officials with their reputed love of paper. The truth is that paper work, carefully designed and accurately performed, is a vehicle for control, speed, precision, and economy.

But the standard of paper work must be maintained at the highest level. The steps in a transaction from the drawing up of specifications to the receipt of the goods and the passing of accounts, must be accurately and speedily documented. There should be no gaps, no ambiguities. In both the industrial and public spheres to-day so often can delays and faults be traced to the inadequate planning, programming, and progressing of work.

Purchases for Government

The use of machines in office work of a purchasing department needs particular consideration, and a fair degree of mechanisation has been introduced into the L.C.C. supplies department. At the same time it is desirable to be realistic about machines—they are tools and should not be allowed to become masters.

Since the outbreak of war, the supplies department of the L.C.C. has been able to render services to the Government and the war effort that would not have been possible without a centralised purchasing organisation. When it was decided to set up an emergency medical service, the Ministry of Health found itself without the machinery for buying the medical and surgical equipment on the scale

required. The quantities of many of the needed articles represented the entire peacetime output of several years. The L.C.C. was accordingly asked to undertake the buying through the agency of its supplies department, and the then chief officer (Mr., later Sir William, Wilson) was made responsible. Under this arrangement, purchases to the extent of one and a half million pounds were made. Subsequently the work was extended to cover purchases for Allied Governments. It is not without interest that, at the Government's request, Sir William Wilson was seconded to the Ministry of Supply where he became Director-General of Equipment and Stores until his sudden death in 1942.

Big Post-War Tasks

From war towards peace. A great amount of equipment has been acquired by the council for war purposes, partly by aid of grant, partly in kind from Government stocks, and partly in terms of full reimbursement of cost, ranging from motor vehicles by the thousand to blankets by the hundred thousand. The work of disposal, either through Government or trade channels, has been entrusted to the supplies department, and this is no enviable task as readers whose memories reach back to the last war will recall. Another peacetime task is in relation to housing, in which the L.C.C. will have a great programme of construction. It is the council's practice to buy by bulk purchase many of the finished articles needed in housing, such as baths, boilers, grates, sanitary fittings, doors, and so on. In the difficult conditions of post-war production the obtaining of a flow of these commodities as they are required will call for a great deal of planning, negotiation, and organisation, and if there were not already existing powerful administrative machinery with the necessary technical experience it is doubtful whether the sheer size and weight of this task would not be too great for it to be undertaken successfully.

Like other services, the L.C.C. supplies department has suffered through the calling up to the Forces and Government service of many able young men and women. Some three hundred of its staff are scattered and, of course, there have been losses in action. Touch has been maintained by correspondence with the great majority of those who are serving elsewhere, and it is heartening to hear from them over and over again of their desire to return to the exciting and, to those with vision, romantic, task of ensuring the flow of the life-blood of a great public service—supplies.

Protecting Assistance Officers

New Step in Equal Pay Campaign

Better Education Facilities

Position of Holiday Centres

WHITLEY COUNCIL ASKED TO REVIEW TRAINING AND PROMOTION

INCREASE in the war bonus, protection for members affected by the Government's social insurance plans and other measures involving changes in local government, the campaign for equal pay for women, improvement in the status and training of local government officers, the provision of better educational facilities, and re-opening of the NALGO holiday centres, were among many matters discussed by the National Executive Council at its quarterly meeting held in London on November 18.

The decision of the Council to hold a three-day Conference, outside London if possible, in June, with proceedings extending from Tuesday to Thursday, and allowing Friday for meetings of the ancillaries, was reported in last month's *Local Government Service*. Other decisions included:

War Bonus.—Application for a further increase is to be made to the next meeting of the National Whitley Council. On October 31, 1,101 local authorities, employing 127,400 officers, were paying the fifth award in full, 13 authorities, employing 15,773 officers, were paying the fifth award with a "ceiling," and 261 authorities were paying bonus in accordance with different scales.

Future of Superannuation

Social Insurance.—The position of local government officers when the Government's social insurance plans take effect was considered at a meeting of representatives of NALGO, the National Union of Teachers, the staff side of the Civil Service National Whitley Council, and the Railway Clerks' Association in November. As a result of the discussions then, the N.E.C. resolved to take action to secure, in the proposed legislation:

(a) A provision giving to existing local government officers an option to continue to have their present superannuation rights in full, in addition to the standard retirement pensions for all, and (b) The best possible superannuation terms for future entrants to the service.

In addition, a special committee of representatives of NALGO, the National Association of Administrators of Local Government Establishments, the Local Government Clerks' Association, the Association of Chief Officers of Social Welfare, the County Public Assistance Officers' Society, and the National Association of Social Welfare Officers, after consideration of the future of officers in public assistance departments after the proposed transfer of their functions to the new Ministry of National Insurance, adopted the following policy, which was confirmed by the N.E.C.:

1. Every effort is to be made to obtain for the officers affected compensation provisions not less favourable than those contained in Section 17 of the Old Age and Widows' Pensions' Act, 1940, together with a provision to enable a compensated officer to surrender part of his compensation allowance to provide a pension for his widow: and

2. The Minister of National Insurance is to be urged to give an opportunity for every officer employed solely or mainly in the administration of out-relief and kindred services to transfer to the service of the new Ministry.

Officers Transferred Under the Education Act.—Under the new Education Act, all officers of district education authorities will be transferred to the county council for the area, although subject to the control of the new divisional executives, and the question has been raised as to which branches of NALGO they should be attached—their original district branch or the county branch. The service conditions sub-committee is to consider the point, but before it does so, district committees are being asked for their views. At the same time, members of the service conditions committee are to discuss with all interested bodies the possibility of ensuring that in making administrative appointments to the staffs of education authorities, undue prominence is not given to teaching experience and that officers in the administrative service are given equal opportunity.

Officers Transferred to Ministry of Agriculture.—NALGO is pressing that such officers as milk inspectors and samplers, dairy instructresses, and dairies and cowsheds inspectors, whose work is to be transferred from local authorities to the Ministry of Agriculture under the Food and Drugs (Milk and Dairies) Act, 1944, should be transferred to the service of the Ministry. The Ministry has not yet given any decision on the point.

Officers Who Transfer to Teaching.—In view of the large increase in the number of teachers expected when effect is given to the Education Act, some local government officers are considering transferring to the teaching service, but are deterred by the fact that, at present, their local government service cannot be reckoned in the calculation of pension under the Teachers' Superannuation Acts. In response to an inquiry by NALGO, the Ministry of Education stated that this point was being considered. NALGO is to co-operate with the Association of Education Committees in securing the necessary amendments to the Superannuation Acts.

Salaries of County Agricultural Education Staffs.—At the suggestion of the National Association of County Organisers of Agricultural Education, NALGO is to meet the various sectional and professional societies concerned to consider the provision of recognised salary scales for officers employed by county councils in the work of agricultural education.

Salaries of Institutional Staffs.—NALGO is to invite the Provincial Whitley Councils to set up, where necessary, joint machinery with the joint industrial councils for non-trading services to prepare salary and grading schemes and uniform conditions of service for hospital and institutional staffs. When these are agreed, the National Whitley Council will be asked to co-ordinate them and thus to lay down national standards.

Eligibility for Membership.—A major difficulty in dealing with hospital and institutional staffs is that certain classes of employees are not regarded as local government officers and are therefore ineligible for membership of NALGO. On this point, the N.E.C. agreed that, should the National Whitley Council agree to deal with these employees, they should be made eligible for membership.

Training and Promotion.—NALGO is to invite the National Whitley Council to consider the whole question of training and promotion of local government officers.

Demobilisation Problems

Release of Members from H.M. Forces.—Several branches have asked whether the Association proposed to make representations to the Government for the early release of local government officers on war service, and Liverpool branch urged action to obtain extra credit in respect of age and length of service under the Government's demobilisation scheme for men on foreign service. Feeling, however, that such representations were beyond NALGO's scope, the N.E.C. decided to take no action. The Minister of Labour has already announced, in reply to questions in the House of Commons, that local government officers whose services are needed for urgent reconstruction work, particularly housing, will be eligible for priority release in "Class B" under the Government's scheme, and that applications by local authorities will be carefully considered.

Permanent Appointments in Wartime.—The North Western and North Wales District Committee had suggested that the resolution of the National Whitley Council was insufficient to prevent temporary officers being later given permanent appointments, to the detriment of officers on war service, of juniors, and of others who might be recruited after the war. The Council, however, took the view that the policy laid down by the National Whitley Council and the Association—namely that, as a general principle, all wartime promotions and appointments, whether to fill new posts or vacancies, should be of a strictly temporary character—adequately covered the point.

War Service Pay.—On October 31, 450 local authorities were making up war service pay in full, 495 were making it up in part, 172 had adopted the "Bolton" terms, 140 were making payments "on merit," 259 had no members affected, and eight were making no payment.

NALGO-NAALGE Agreement.—Final agreement has now been reached for affiliation between NALGO and the National Association of Administrators of Local Government Establishments. Under this agreement, which was approved by the Council, all members of NAALGE will be accepted into membership of NALGO, paying the full NALGO subscription, together with an additional subscription to NAALGE, will be made members of the appropriate branch of NALGO, and will enjoy all the benefits of membership. NALGO will recognise NAALGE as the sectional and professional organisation for chief lay administrative officers of local authority hospitals and institutions. The agreement may be terminated by either party giving twelve months' notice.

Evidence for Royal Commission

Royal Commission on Equal Pay.—NALGO has been invited to submit evidence to the Royal Commission on Equal Pay. To provide material for this evidence, a questionnaire has been sent to a "sample" of 4,000 women members, and the replies analysed.

Widening Basis of Membership.—The N.E.C. authorised the service conditions committee to consider widening the basis of eligibility for Association membership, with particular reference to nurses transferring from local authority voluntary hospitals; and employees of statutory undertakings who have been admitted to local authority superannuation schemes. Detailed proposals are to be prepared by the service conditions sub-committee.

Scholarships for Nurses.—In view of the disappointing response of nurses to the NALGO scholarships scheme—only four nurses have applied for scholarships this year—women's committees and area education committees are to be asked to give wider publicity to the scheme among nurses. One scholarship, for £50, has been awarded to Miss B. F. Heading, health visitor, Nottinghamshire C.C., to assist her in preparing for a diploma in nursing.

Women on the N.E.C.—District committees and district women's sub-committees are to be asked for their views on the desirability of deleting paragraph 2 of Association Rule 51 (which provides for the direct election by the whole of the membership of two women representatives to the Council, should no women be elected by districts). Supporters of this proposal pointed out that, although the rule, adopted in 1934, when it provided for one woman to be directly elected, and amended in 1934, when the number was increased to two, was designed to obtain a minimum of two women on the N.E.C., it had meant in practice that no more than two were ever elected: last year, for example, out of 17 candidates for election by districts, only three were women, two of whom also sought election by the direct method. Abolition of the rule would mean more women candidates and more women members. The present position is farcical, since the majority of members voting for women candidates did not know those whom they were voting.

South-Western District Women's Sub-Committee.—The South-Western district committee has hitherto declined to appoint a women's sub-committee, on the grounds that women are already fully represented on the district committee, that they do not want a separate committee, and that it is essential to maintain unity of purpose within the Association. The N.E.C., however, took the view that the formation of women's sub-

tee was an essential part of Association and the district committee is again to be appointed one.

Whitey Council Boundaries.—The decision of Surrey County Council to join the Southern Counties Provincial Council, and of the County Council to join the North Metropolitan Provincial Council, has created difficulties for Surrey and Essex county branches, which have so far been attached to the Metropolitan and North districts respectively, and wish to remain in those districts. To meet the immediate problem it was agreed that, while these two branches should remain attached to the district committees of which they have hitherto been members, the South-Eastern and Metropolitan district committees respectively should be asked to accept them as liaison membership and to arrange for them to have appropriate representation on all sides of the provincial councils.

At the same time, the N.E.C. will propose to the year's Conference that it be given power to revise district committee areas, as and when necessary, in consultation with all concerned. At first, under rule 50, it may revise district committee areas only with the agreement of the districts concerned. Several proposals for revision of provincial council boundaries have already been made to the National Whitey Council, and without such powers as it seeks the N.E.C. is handicapped in adjusting N.A.L.G.O. isation to meet them.

Education and Training

Education on Local Government.—The education committee is to make a survey of the courses of lectures on local government and allied subjects available for (a) government officers and (b) the public.

Post-Entry Training.—The committee is also making a survey of post-entry training schemes offered by local authorities, with particular reference to the extent to which leave of absence is granted for attendance at classes.

Training of Men in H.M. Forces.—The Admiralty, the War Office, and the Air Ministry have asked to include in their educational schemes in the Forces, lectures for those returning from administrative posts in local government and those wishing to prepare for one of the professional or technical examinations usually taken by government officers.

Public Administration.—The Association is continuing its support of the Joint University Council of Social Studies and Public Administration, a grant of £50.

FF College.—The president of the Association of Financial Officers addressed the education committee on the desirability of a College for local government officers. In view of the importance of the subject, however, this was deferred to allow of fuller discussion.

Training Social Workers.—Representatives of tested organisations are to be invited to discuss measures for co-ordinating policy on the training for social workers.

Correspondence Institute.—The work of the N.A.L.G.O. Correspondence Institute is being carried out with the object of ensuring provision of the best possible courses at low fees for most of local government examinations.

South Coast Holiday Centre?

Holiday Centres.—Every effort is to be made to open the N.A.L.G.O. holiday centres as far as possible, although the prospect of having them in use this year is very remote. At the same time inquiries are being made into the possibility of the Conference approving of acquiring a third holiday centre on the South Coast. The present position is as follows:

Weymouth Bay.—The centre is still in the hands of the War Department. Extensive repairs will be necessary before it can be used, and practically all the furniture and equipment will need to be replaced, since most of that in the centre on the South Coast was destroyed by fire while in use in 1941. The N.E.C. has given authority to the committee to be bought as and when practicable.

Scarborough Bay.—The centre is still in the hands of the War Department. All the equipment is there, but repairs and redecoration will be necessary before the centre can be used.

In addition, the Special Activities Committee is to inspect an existing holiday centre on the South Coast, with a view to a possible recommendation to the Conference.

N.A.L.G.O. has become affiliated to the National Federation of Holiday Camps—a body which should be of much help to the Association in re-equipping and improving the holiday centres after the war.

Legal Assistance to Members.—Details were reported of legal assistance given to 16 members, in respect of road accidents, injury while at work, surcharge by district auditor, tuberculosis contracted by a nurse, failure of a local authority to pay for extra work undertaken by an engineering assistant, and alleged libel. Between March 1 and October 31, 1944, the legal department dealt with 440 cases, including 161 on superannuation,



Now, children, three cheers for the Ad Hoc Divisional Executive Committee of the County Council!

14 war service problems, 12 on compensation for loss of office, 42 on conditions of service, 17 on income tax problems, two on insurance, and 25 of alleged libel.

Exhibition Ready This Year

Local Government Exhibition.—The Association's big photographic exhibition of local government is now complete save for four diagrammatic screens which are being painted by an artist, and it is hoped to arrange an opening display in London early this year, after which the exhibition will be sent on tour throughout the country. Many branches have already asked for the exhibition, and those which have not yet done so are urged to apply immediately. An article describing the exhibition will appear in an early number of *LOCAL GOVERNMENT SERVICE*. It is proposed to make copies of the exhibition available to local authorities and other bodies wishing to buy them, and also to have lantern slides and film strips prepared from the photographs. A set of pictorial charts illustrating the powers and duties of the different types of local authority has also been prepared and will be made available to lecturers on local government as soon as paper can be obtained for reproducing the charts.

Benevolent and Orphan Fund.—A substantial increase in subscriptions and donations was reported. For the period January 1 to September 30, subscriptions totalled £7,754 and donations £6,518, compared with £7,348 and £4,333 respectively in the corresponding period of 1942. Total income of the Fund for the nine months was £16,749, compared with £15,852 in 1943, while expenditure in the same period was £13,516, compared with £16,229. Up to September 30, this year, £13,000 was invested, compared with £8,051 in the same period of 1943—a factor partly responsible for the increased income from investments of £1,400, against £1,251.

Two outstanding new donations were reported—£50 from the Port of London Authority, and £100 from the West Riding County Officers' branch, as a memorial to one of its members, Miss Olive Waring, who died recently. Miss Waring's sister gave the money to the branch in her memory and the branch passed it on to the Fund. A similar donation was made by the West Riding branch in 1938 to commemorate the work of another member, Miss A. Brooke, inspector of nurses.

International Union of Local Authorities.—The constitution of the British section of the International Union of Local Authorities has been revised, and in future N.A.L.G.O. will have two representatives on the executive committee and eight on the general council for Great Britain. The Council decided that the general secretary and Mr. P. H. Harrold, hon. solicitor for England, should be its representatives on the executive committee, and that they, together with the president, the two vice-presidents, the chairman and vice-chairman of the Council, and Mr. J. H. Warren, chairman of the public relations committee, should sit on the general council.

Late Mr. F. E. Cox.—The Council stood in silence as a mark of respect for the late Mr. F. E. Cox, who had represented the Metropolitan district upon it for several years (and whose death, following a flying-bomb injury, was reported in last month's journal).

Resignations.—The resignations were announced of Mr. H. Norton, on his appointment as assistant secretary, Electrical Power Engineers' Association, and Mr. D. J. Osborne, on his appointment as town clerk of Leyton. In congratulating these two members, the Council recorded its special appreciation of the work of Mr. Norton as a contributor to *LOCAL GOVERNMENT SERVICE* under the pseudonym of "Jackass" for more than five years.

Mr. E. A. S. Young, chairman, presided, and those present included: Messrs. E. L. Riley (vice-chairman) R. Adams, H. Allen, W. R. Bevers, G. T. Belton, L. Bevan, N. W. Bingham, H. Blizard, A. G. Bolton, S. H. Brodie, J. Brown, R. D. Brown, J. Chaston, A. Clark, E. R. Davies, Miss E. Dawson, Messrs. J. W. Edmonds, J. Y. Fawcett, A. A. Garrard, D. L. Griffiths, F. H. Harrold, P. H. Harrold, S. A. Hughes, H. W. John, H. R. Jones, H. Joyce, G. Llewellyn, S. Lord, R. McGill, E. H. Mason, T. Nolan, A. E. Nortrop, A. E. Odell, A. Denton Ogden, D. J. Osborne, D. J. Parry, J. Pepper, G. W. Phillips, A. Pinches, W. Pitt-Steele, C. A. W. Roberts, W. Rowlands, Miss I. Stanfield, Messrs. L. C. St. Leger Yeend, R. T. Shears, T. Spence, W. Strother, H. Taylor, W. Threlfall, J. H. Tyrrell, J. S. Underwood, W. E. Veasey, J. H. Warren and J. Young.

EMOLUMENTS AND SUPERANNUATION

Are They Properly Valued?

As all resident officers know, the "remuneration" upon which superannuation allowances are calculated includes, in addition to salary, wages, fees, and other payments, emoluments such as the money value of any apartments, rations, or other allowances in kind appertaining to the officer's employment. The value of these emoluments is fixed by the employer, but if the employee does not agree with the value assigned to them, he may appeal to the Minister of Health.

N.A.L.G.O. has recently submitted such appeals in respect of six officers, and in each case has obtained substantial increases in the value assigned to emoluments and thus in the pensions of the officers concerned. In one case, the emoluments of the superintendent of some cottage homes had been fixed at £80, but the Minister increased the amount to £150. In another, the emoluments of a master and matron holding a joint appointment, fixed at £125 each, were increased to £175. The total value of the emoluments of all six officers was increased by the Minister's decision from £655 to £950.

Any member who feels that the value assigned to his emoluments is too low, should get in touch with N.A.L.G.O. The Association will be glad to advise him and, if it feels that his case is a good one, to make an appeal on his behalf—without any charge, of course. It's just a part of the N.A.L.G.O. service!

N.W. District Presentation to Mr. Haden Corser

WARM tributes to the work for N.A.L.G.O. of Mr. HADEN CORSER, recently appointed chief organisation officer at Headquarters after 25 years as divisional secretary, North-Western and North Wales district, were paid at the annual meeting of the district committee on December 16.

Mr. Corser was presented with a gift of books and a cheque, and after the meeting was entertained to dinner by the officers of the district committee. All the past chairmen and officers of the district committee, with the exception of two, and including several who have retired from the service, were present at the dinner.

Forces Boost NALGO Exhibition: More Branch P.R. Triumphs: A.G.M.s Can be Popular

By "ABINGDON"

ALTHOUGH not yet publicly shown or advertised, NALGO's exhibition of local government is having a remarkable "pre-publication" success. Hearing of it while the public relations department was assembling the photographs, the British Council and the Army Bureau of Current Affairs came along to Headquarters to see it, and promptly ordered 24 and 20 complete sets respectively—the former, for display throughout the Dominions and Colonies, the latter to show to men in the British Forces in conjunction with talks and lectures on local government, on which A.B.C.A. is making a big drive; some copies were flown to Normandy soon after D-Day. Then the Air Ministry came in with an order for eight sets, and the Admiralty, having ordered 20 for display in home and foreign stations, was so pleased with them that it called for a further 120 to show in the ships of the Fleet. Finally, Ensa, which has recently decided to show serious exhibitions in N.A.A.F.I. huts, ordered six sets with which to launch that new enterprise. In all, therefore, no fewer than 198 copies of the exhibition are now or will soon be on show to specialised audiences, quite apart from the public for whom it was originally designed.

How Branches Can Help

All the Forces educational services are making such wide use of the exhibition as keen to get the utmost value out of it, and eagerly accepted NALGO's offer of help in that direction. Navy, Army, and R.A.F. education officers all over the country have written to Headquarters and have already been put in touch with more than 180 branches. The branches are being asked to find officers and councillors who will visit units showing the exhibition, give talks and lectures and take part in discussions upon it and upon the work of local government in general, and, where possible, arrange for men and women in the Forces to visit council meetings and local government activities.

Overseas and in warships it is likely that serving members of NALGO will be invited to give talks to their comrades, and I have been officially asked to urge them to offer their services to their education officers. I hope the fullest advantage will everywhere be taken of this magnificent opportunity to see that the men and women in the Forces return to civil life with a real knowledge of what local government means and a determination to play their own part in making it better.

National Tour This Year

Meanwhile, the big exhibition, of which the copies supplied to the Forces are miniature reproductions, is complete save for four diagrammatic panels which are being specially painted, and will, I hope, have its opening display in London early this year, after which it will be sent out on its first national tour of the big cities. At the same time, ten smaller copies will be made available on loan to other towns, and itineraries are now being prepared. As soon as it is complete, an illustrated article on the exhibition will be published in *LOCAL GOVERNMENT SERVICE*.

Branches showing the exhibition are being asked to obtain the cooperation of their local authorities in finding the best available hall for it, in supplementing it with local material—photographs, models, plans, and so on—and with lectures, "Brains Trusts," and films, and in giving it the fullest publicity to ensure that all their citizens see it. If this is done with imagination and enterprise, the exhibition will provide the nucleus for the biggest experiment in public relations NALGO has yet engaged in, an endeavour of untold value to local government and the local government service.

Slides, Lectures, Booklets

At the same time, the public relations department is to prepare lantern slides, film strips, and model lectures from the material in the exhibition, and is considering making an illustrated booklet of it, for the use of schools, clubs, and students of local government generally. There are many difficulties in the way of such enterprise today, and it may be some time before all the plans reach fruition—but NALGO has at least got off with a flying start.

P.R. in the Branches

THAT public relations is booming in the branches, too, my postbag clearly demonstrates. The "old hands" like Halifax, Stretford, and Sale, are now well embarked on their winter programmes. At Halifax, ERNEST HOLT, the



"Do you offer remuneration for the caudal appendages of the species *rattus rattus*, Miss?"

ever-enterprising branch P.R.O., is continuing his lectures to local organisations of all kinds and, in addition, has fixed up two school film shows and a fortnightly series of lectures to 150 soldiers at a local convalescent depot, and is planning an "electricity brains trust." Stretford's P.R.O., R. COOKE, has opened what its local paper describes as "a great new drive to make people acquainted with their local affairs" with a brains trust attended by 300 and question-mastered with "McCulloughian" humour by STEPHEN DUNCAN, NALGO assistant district officer in the North-West. Typical of his cracks in introducing the "brains": "Here is Alderman Wardie, chairman of the finance and rating committee. He is the man responsible for the very high rates and the very low salaries." At Sale, the branch has now reached its seventh brains trust, and their popularity shows no sign of waning.

In addition, many more branches are taking up public relations with enthusiasm. Malden and Coombe "hit the headlines" with its first brains trust, securing a report and appreciative leader in the "News Chronicle," and promise of world publicity through a British Council photograph for the next one; Glasgow has organised a brains trust on housing and a series of public lectures; Kirkcaldy is running a course of lectures; Coventry is planning big things for the city's 600th anniversary of incorporation this year (of which more anon); Northampton invited members of the public to a discussion group it ran in connection with the recent radio series, "Getting Things Done"; and WALTER ISAAC, town clerk of Macclesfield has given a number of talks to schools on the town's reconstruction plans (to which we referred in the November journal) and has taken part in a citizenship course organised at a W.A.F. hostel. Girls at one school he visited had their interest so much aroused that they sent a party to a meeting of the town council and Mr. Isaac met them before-hand and went through the agenda with them. It is hoped that parties from other senior schools will visit future meetings of the council.

N.A.A.L.G.E.—NALGO Alliance

THE alliance between NALGO and the National Association of Administrators of Local Government Establishments, ratified by the N.E.C. in November, should be of great advantage to both bodies. It brings into

NALGO one of the oldest sectional associations in the service, with all that that means in the advice and guidance of a body of experts hospital and institutional administrators. N.A.A.L.G.E.'s members are responsible for more than 200,000 beds—at a time when, with pending legislation likely to affect this branch of the service materially, such guidance will be especially valuable. Members of N.A.A.L.G.E. will derive benefit from access to NALGO's wider facilities in the service conditions field, its legal, education, and public relations departments, and its ancillaries, and the alliance will prevent overlapping in approaches to Government departments and similar activities.

What Is This NALGO?

"NALGO had written asking the council become members, and the question having been considered, the finance committee unanimously recommended that the council should not join the Association"—from a report in the "Hampshire Telegraph and Post" of a meeting of Petersfield R.D.C. In fact, of course, NALGO had asked the council to join the Southern Province Whitley Council.

Presidential Pilgrimage

DESPITE wintry weather and difficult travelling, NALGO's tireless president, A. GARRARD, is adhering to his promise to visit as many branches as possible during his year office, and members in many parts of the country have lately had an opportunity of meeting him. Recent meetings have taken him as far afield as Bradford, Torquay, the Isle of Ely, Westmorland and the North-West, with several visits in each area, and during the coming weeks he is expected in London and the North-East. At all his meetings, the president is finding great interest and enthusiasm, which he is seeking to stimulate by enlarging on NALGO's work and plans in the fields of public relations, education, and service conditions, and on what it is striving to do for the men and women who will return from the Forces.

How to Pack Your A.G.M.

THE complaint in "Scottish Notes" that month of poorly attended branch annual meetings, with a handful of apathetic members rushing through a dull and formal agenda, is no means confined to Scotland, nor to the big and older branches. Many south of the Border are all too dearly similar.

But not all. Croydon, for example, recently held a most lively meeting at which 350 members—nearly 50 per cent of those not in the Forces—packed the hall, many having to stand. What secret? Before the meeting each department gave its members tea at the expense of the branch and the meeting itself was held in the theatre at the Greyhound, biggest licensed hotel in the town. "We believe," LESLIE MOIR, branch secretary tells me, "that the success of the meeting was due to the psychological effect of the social tea arranged by each department separately, and the more 'buoyant' atmosphere of the licensed premises as compared with the awesome surroundings of a council chamber!"

Croydon, incidentally, believes strongly working through the various departments. Each department has its own committee which meets once a month before the branch executive meeting and considers the executive's agendas—a device which has greatly increased interest and enthusiasm.

Another method of attracting an audience which I found working well at Kingston recently is to hold a film show after the formal business. The show, mainly of local government films, was provided free by the Ministry of Information and attracted a record gathering, including some members of the local authority. There are some good films available now, of which the public relations officer can supply up-to-date information.

Can You Beat It?

OXFORD branch (45 members) has not had a single subscription in arrear since 1922. The superman responsible is the branch treasurer, J. W. MASKELL. Any challengers?

Players and Toymakers

YOU can't keep some NALGO branches down! Activities of which I have heard in the past few weeks include two plays: Priestley's "They Came to a City," performed by Walthamstow branch dramatic society (Leon Palmer, producer)—described by my personal snooper (a knowledgeable critic) as "the amateur show I have ever seen"—and Sha-

"Passion, Poison, and Petrification" given by Warwick N A L G O Players at a local concert in aid of the Merchant Navy Comforts Fund; a first-aid competition for C.D. women organised by North Bucks branch; a lively discussion of the White Paper on a national health service arranged by Southall branch under the auspices of the West Middlesex N A L G O Joint Committee; and making by members of Swindon and Torquay branches of hundreds of toys for children who might otherwise have found their stockings empty on Christmas morning.

P.L.A. Bonus for Pensioners

ONE of the defects of the recent Pensions (Increase) Act was that, while it was compulsory upon local authorities, it did not extend to other pension funds, such as those of public utility corporations. N A L G O made representations on this point, but the Chancellor of the Exchequer refused to amend the Bill, contenting himself with the suggestion that these bodies, outside but closely allied to local government, should follow the Government's lead.

The Port of London Authority branch of N A L G O promptly took up the matter, with N A L G O's aid, and the P.L.A. has now agreed to give increases, similar to those prescribed by the Act, to its own pensioners. I hope that other similar bodies will follow the P.L.A.'s example.

More Bimbashis

MY note last month recording that HARRY PLATT, an Oldham member, enjoyed the resounding title of "El Bimbashi" (said to be equivalent to Lt.-Col.) in the Sudan Defence Force has brought me news of two more members who share the distinction with him. They are RONALD KING, clerk in the Hampstead health department, and RAYMOND WILKINS, of the public assistance department at Bath. Both also hold the King's Commission as captains in British infantry regiments.

Mr. Wilkins' sister, also a member of N A L G O, tells me that Bimbashi is derived from the word *byn*, meaning 1,000, and *basby*, meaning head, and thus signifies the commander of 1,000 men.

When the war is over, they will have to found an "El Bimbashi Old Comrades Association"!

Bingley Again

BINGLEY, whose inglorious stand for the freedom of local authorities to neglect men fighting to defend them will be remembered, is in the news again. Still unwilling to admit defeat, the council sent a deputation to the Minister of Health asking him to save their faces by reversing the decisions of the House of Lords and the National Arbitration Tribunal and excluding local authorities from obligations imposed on all other employers. Mr. Willink refused, pointing out that to release local authorities from an obligation which most had accepted voluntarily would create chaos.

To this, the "Yorkshire Observer" has now added a pertinent footnote. In an article recording a number of proposals for enlarging local authority areas in Yorkshire, it writes:

"It must be admitted that some local authorities have played into the hands of those who desire to see small governing bodies merged into one larger and more comprehensive authority. Does the action of Bingley, for instance, in allowing bailiffs to appear in its town hall [to collect the war service payments it had been ordered by the tribunal to pay to its staff in the Forces] indicate a marked ability to deal with local government affairs? Does Bingley council imagine that the Ministry of Health has not taken due note of all that followed on Bingley's defiance of the regulation concerning the making-up of war service pay of its employees? . . . At last Monday's meeting not one ratepayer at Cullingworth could be found who was willing to represent the ward on Bingley council, and the election had to be deferred."

Chickens coming home to roost?

This Local Government

FROM the minutes of a meeting of Finsbury borough council, November 30, 1944:

MOVED by Alderman H. Riley—That this council resolves to confirm the individual opinions expressed by members of all sides of the council at the meeting held on October 25, 1944, that in connection with the appointment of deputy town clerk and superintendent registrar which are held at present by one person drawing both salaries it is no longer necessary or desirable in the interests of men being discharged from H.M. Forces that this principle should continue to apply and that at this stage the council would welcome the opportunity to provide a disabled

To Gain Sex Equality We Must Raise 249

Status of Domestic Work

By "ONLOOKER"

THE English have been accused of being a nation of hypocrites. Our attitude to domestic work appears to bear this out. We stoutly affirm "An Englishman's home is his castle," yet the work which makes a home pleasant is regarded as menial and the people who carry it out are looked down upon as inferior beings. We underpay domestic workers and then have the audacity to wonder why their work is so often shoddy.

Domestic work has so long been regarded as the natural function of woman, and politics



1939



1945

the domain of man, that it was natural for a Government composed of men to assume that household duties and the cleaning and cooking necessary in hospitals and similar institutions would get done automatically. During the early part of the war, therefore, young domestic workers were directed into the Services, married women were urged to do part-time work in factories, and the older domestic worker found that she could get much higher wages for less exacting and responsible work in "essential" and other industries.

Then the Government found (amazing discovery!) that there were no cleaners and cooks for the hospitals; that local authorities'

ex-serviceman with a job rather than continue to pay two salaries to one person to perform two jobs at the same time.

AMENDMENT—Moved by Cllr. Richards—that all the words after "that" in the first line be deleted and the following substituted: "this council is amazed at the manner in which Ald. Riley misrepresents the individual opinions stated to be expressed by members of all sides of the council on October 26, 1944, and quite categorically denies such a misleading and untrue statement; that the council is aware of the complete insincerity of the motion submitted by Ald. Riley and realises that it is purely personal and not concerned with any principles; that in view of the fact that Mr. H. Davey was appointed superintendent registrar by the council in September 1941 for the duration of the war, which appointment was confirmed by the Registrar General and that the National Arbitration Tribunal . . . ordered the council to re-instate Mr. Davey in his office of deputy town clerk and his other appointments, the council is of the opinion that it is highly improper to flaunt the authority of the highest tribunal in the country by such subterfuge and herewith resolves to uphold the decision of the tribunal and thereby save the ratepayers the possibility of further heavy legal costs.

Voting—18 for the amendment; 29 against; **Substantive Motion**—28 for the motion; 18 against.

How N A L G O Helps Women—

A NURSE, serving in the Forces abroad, found that her peace-time local authority, while making up her service pay, was reckoning the special colonial allowance to which she was entitled as an emolument, to be deducted from the amount paid her, and asked whether this was

Home Help schemes were breaking down or had become so reduced that a much greater demand, was made on maternity hospital accommodation.

In July, 1943, the Government set up a committee to look into the matter, under the chairmanship of Sir Hector Hetherington. In its report, issued in October, 1943, this committee recommended minimum rates of pay, better conditions, including maximum working hours and a minimum standard of accommodation, and the extension of official training facilities.

This report was a step in the right direction. Domestic work is not an instinct, though some people (for whom I have admiration and envy) have undoubtedly aptitude and even "flair" for it. The work has to be taught and learned; the well-run home is not something which "just grows," but a plant requiring continual skilled attention.

I believe that women will not receive the respect of men until domestic work is regarded as a profession, not something which every woman can do as a "sideline." Moreover, it is something which we as local government officers can tackle. We can try to see that Hetherington conditions are observed in the institutions run by local authorities (bearing in mind that the report recommends minimum salaries, etc.); and we can respect those who carry out the work.

Finally, I think we could urge better training schemes for domestic workers, with proper qualifications—cleaners, cooks, home helps, etc.

If the marriage bar is to be lifted generally, it is essential that skilled domestic workers should be available to assist the woman interested in a different career. I would like to see local authorities' Home Help schemes extended even further than the Government now proposes to extend them, so that domestic assistance could be provided to anyone on request.

Is it too much to hope that the domestic workers of the future, who are employed by local authorities, will be members of N A L G O?

correct. It was not, and N A L G O made representations to the local authority—with the result that the nurse has just had a cheque for £105 arrears of payment, and is getting the proper sum due to her.

—And Women Help N A L G O

MISS A. W. MORGAN, B.Sc. (Econ) and a well-known member of the Metropolitan district committee, where she serves on the area education committee, reconstruction sub-committee, and women's sub-committee (of which she was vice-chairman last year) has just made history by being appointed first woman president of the L.C.C. branch.

I.M.T.A. Aid for Warriors

SUBSTANTIAL concessions to men and women in the Forces and the Merchant Navy are made in the new examination regulations of the Institute of Municipal Treasurers and Accountants, just published. Hitherto, all candidates must have held qualifying appointments in the finance department of a local or other public authority for periods of four years for the intermediate and five years for the final examination (less two years in each case if the candidate is a university graduate). In future, candidates on war service will be allowed to count part of that service as qualifying service, and, where arrangements can be made, will be allowed to sit for the examination wherever they are serving. In addition, the I.M.T.A. is prepared, in approved cases, to allow candidates on war service who do not hold a school-leaving certificate or its equivalent to sit for the intermediate examinations. Full details of these concessions can be obtained from the secretary, I.M.T.A., 1, Buckingham Place, London, S.W.1.

250 From my Bookshelf—for Yours

By EDWARD KAY

Health Insurance

A COMPREHENSIVE study of British health insurance with proposals for improving it is highly topical. In *National Health Insurance* (Cambridge University Press, 18s.) Prof. Hermann Levy tells the story of Lloyd George's great social reform just before the last war, the compromises with the doctors and the insurance interests which he had to accept, and the gaps in the system which can now be filled. This will be a classic treatise on health insurance as it exists just before the expansion and improvement promised in the Government's National Health Service. Prof. Levy's criticisms of the present system do not differ greatly from Sir William Beveridge's, though his proposals for reform are by no means the same. He would prefer the maintenance of an *ad hoc* national insurance system, distinct from other social security services, and a scheme of benefits related to earnings. Prof. Levy's book and Sir William's report were written almost simultaneously; the differences in their conclusions are important, but the common features of their attack on private insurance interests are even more significant.

The Old—

THIRTY-FIVE years ago, Lloyd George, in a famous speech at Limehouse, said, "It is rather a shame that a rich country like ours . . . should allow those who have toiled all their days to end in penury and possible starvation." And, as he reminds the readers of *Old Age in the New World*, by Emily D. Samson (Pilot Press, 4s. 6d.), to which he contributes the introduction, he had the privilege of carrying on to the statute book the first provision for old age pensions in this country.

Miss Samson claims that the old should have homes of their own whenever their health permits. Self-contained flats for them should be included in housing schemes and much more could be done to convert existing houses into apartments. There is nothing Utopian in her proposals: she freely recognises the building problems of today and the prior claims of families to such resources as are available.

Some measure of institutional life must, of course, be maintained. Miss Samson emphasises the contrasts between the older type of institution and the beautiful and homely establishments like those set up in recent years by the L.C.C. and other progressive authorities. What is wanted is a large increase in the number of such places, side by side with the development of self-contained accommodation.

—And the Young

WE are all talking about children these days and from opposite political poles come the Tory Reform Committee's *Tomorrow's Children* (Europa Publications, Bedford Square, 1s.) and the Communist Party's *Britain's Young Citizens* (6d.). The population is growing older; war is reaping its harvest of death; and we must plan measures even to maintain our population. In Europe west of the Soviet Union there will be an increase of 20 millions by 1970; in the U.S.S.R. of 35 millions. Both these booklets stress the importance of international peace and of measures of social reform; naturally, the Tory reforms throw more emphasis on personal conduct and the need of a new attitude to family life, while the Communists stress measures of communal initiative. Most readers will find the documents complementary and not contradictory, though doctrinaires on both sides could find points of conflict. The Tory booklet calls for the lifting of the marriage bar in the civil service and in local government and, more broadly, for the removal of economic barriers to early marriage.

Local Government Reform

IN a report on *Land Use and Planning* (Estate Office, Bournville, Birmingham 30, 1s.), the West Midland Group on Post War Reconstruction and Planning advocates the creation of all-purpose local authorities having approximately the present powers of county boroughs. They want a local government unit whose size represents a balance between the claims of administrative efficiency and democratic government; a population of about 70,000 is regarded as ideal. But for planning and administration over wider areas it may be necessary to institute joint bodies, some with advisory and some with mandatory powers—but executive power, whenever possible

should remain in the hands of the all-purpose authorities. Joint authorities should not enjoy powers of precept. The report is highly concentrated but well thought out, and its interest extends beyond the Midland areas in which it had its origin.

Adult Education

WHAT I found most attractive about Mr. Harold Shearman's *Adult Education for Democracy* (Workers' Educational Association, 3s. 6d.) was its common sense. Books about education tend to be pedagogic, but Mr. Shearman has his feet well on the ground. Adult education (he says) won't solve social problems if thousands of potential students have to stand in an unemployed queue, and any attempt to divorce education from current politics will make it barren. He stresses, too, one essential feature of adult education—that the students shall decide their subjects for themselves; that, and not any educationist's theory, explains why economics holds so dominant a place in the curriculum. The book surveys existing provisions for educating those over 18, whether by local education authorities or voluntary bodies, often in association; it explains the wide expansion of power given to education authorities by the new Act. There is a useful chapter on wartime experiments, like those in the Forces.

Town and Country Planning

IF you want to get the background to the controversy about the Town & Country Planning Bill, which is so bitterly criticised by the local authorities, you could hardly do better than read *A Plan for Town and Country*, by Flora Stephenson and Phoebe Pool (Pilot Press, 4s. 6d.). It contains a simple account of what planning means, of the three classic reports by Barlow, Scott, and Uthwatt, of the Government's policy and of the Labour Party's attitude, together with informative comments and criticisms. The book is attractively produced, with many illustrations; diagrams by J. F. Horrabin and Leonard Beaumont provide a vivid supplement to the letterpress. The bibliography is useful. The style and logical presentation combine to make the book a pleasant manual of planning without tears.

Civil Affairs is Helping to Restore Local Government in Italy

By Lt. R. S. B. KNOWLES, A.C.I.S. (Hornsey Branch)

THE problems confronting Allied military government officials in Italy today are tremendous. Their work goes far beyond the mere restoring of administrative order out of the chaos of war; in many cases some form of local government has to be instituted where nothing remains of what stood for local government in the Fascist regime.

I often wonder whether, before anyone heard of A.M.G.O.T., the officers and men then being trained in Civil Affairs in England, the United States, and the Middle East had any idea of the great task they were undertaking. I remember visiting a friend at the Civil Affairs staff school in Egypt early in 1943. I wanted to know something about this then new idea of Civil Affairs run by Army-trained, administrators; it seemed revolutionary, as, indeed, it was in several respects; and being newly-commissioned without a regiment I thought there might well be an opening for me. In fact, there wasn't, but 'on that hangs quite another story.'

The syllabus that my friend showed me read remarkably like a course for the D.P.A., although, of course, in addition to purely governmental matters, there was considerable instruction in military organisation. As the commandant of the school told me at the time, A.M.G. was intended (a) to relieve an army commander of responsibility for the civilian population, and (b) to restore law and order and good government in liberated areas. There was emphasis on the point that—except in enemy territory—there was no intention of changing the system of government; the idea was to restore the democratic system which had operated before the Nazi pollution and permit it to be administered by the country's own nationals.

In Italy, of course, it has been necessary to

Hospital Almoner

THE old belief that the hospital almoner's task is to see how much the patient can pay still lingers in a few minds. Miss Dorothy Manchée's *Social Service in a General Hospital* (Baillière, Tindall & Cox, 6s.) ought to kill it. "An infinite capacity for friendship is the first quality of an almoner," says Miss Manchée. She must know all the social services, public and private, and that every patient in need is referred to the right one; she must clear away every hindrance to patient's recovery and, since mental and domestic hindrances are often the most serious, she must be psychologist, social scientist, and practical woman of the world all in one. This book tells you all about the job in a London hospital war-time—"almoning" at its most difficult.

De Mortuis

THERE are 175 laws on the statute book dealing with human burial; they are complex, overlapping, and obscure. The cost of burial or cremation (particularly the part which private undertakers are responsible) is excessive, and varies needlessly from place to place. Many cemeteries and crematoria are badly sited and ill-designed. The technical staff employed by many public bodies on this work does not possess the requisite special skill and experience and is inadequately remunerated. These are some of the criticisms contained in *Memorandum on Planning for Post-War Reform in the Disposition of the Dead*, published at 1s. by the National Association of Cemetery & Crematorium Superintendents (Fulham Cemetery Office, Lower Richmond Road, Richmond, Surrey).

It is an effective indictment, and shows how easy and inexpensive reform would be.

Aspirations

"THEY that Build the City" (by RICHARD EVANS, B.Sc. (Econ.), published by him at 10, Wembly Park Avenue, Hull, 1s.) is a well-intentioned book intended to inspire those who replan the urban life of the country with high ideals than actuated their forefathers. There is a lot of horrific material about sanitation during the industrial revolution, about the erring ways of young people who loll at street corners or in the pubs because their homes are too small or too squalid, about the failure of family influence, as well as that of the church or the educational system, to build up character and make us worthy citizens. But it is all just a little vague and obvious and doesn't really get us anywhere.

purge each newly-captured town and village its Fascist corruption. The necessity of relieving Allied Commanders of the job of restoring civil government struck a familiar note. I remember that somewhere in "The Seven Pillars of Wisdom" Lawrence tells of the energies he expended in cleaning up the city of Damascus when in campaign in Palestine and Syria ought still have been claiming his attention.

The Civil Affairs staff have had a tough time—and will no doubt continue to do so. A.M.G. officials went forward in invasion craft when the attack on Sicily began; they crossed the Messina Straits on our invasion of the Italian mainland; always they start their work under fire. With the overwhelming number of tasks that confront them as our advance continues it must be difficult to know where to begin and who is to be trusted.

Sometimes, as in the region of the Gothic Line, vast numbers of refugees return from the hills to—absolutely nothing! In constructing their Gothic Line—at least on the Adriatic sector that I've seen—the enemy razed complete villages to the ground to provide uninterrupted fields of fire. The sight of old women and younger ones with babies in tow collapsing in sight of the rubble and rubbish that had once been their homes is among the most heart-breaking of many cruel sights I've seen in this country. All these people have to be collected together in refugee camps, fed and clothed and—at some time in some way, with the help of A.M.G.—given an impetus to a new life.

Perhaps the relief of all the suffering and hardship and tragedy which war has brought to Italy may not longer concern the Allied Military Government. And yet perhaps it will, for many years to come, for Italy is in a sorry state to meet her wounds alone.

TOBIAS

Meet the Town



"WHO'S Mr. Barrington?" asked George on his first day back.

We were a little shocked, as if someone had asked "Why is the town hall clock?" or "What's Form L.A. 1987654(Q)/Z?" Then we remembered that Mr. Barrington had come to us as a temporary clerk after George had been called up four years ago.

"He squares your circulars," said Rufus.

"He takes Rufus's Ground Charges to leave him free for Overhead," I explained. "And he does my Miscellaneous Property, which I had to throw overboard to catch up Rufus's Tenders to let him get ahead with your Sinking."

"He mends my typewriter," said Miss Gymbol. "He's got a wizard stamp collection," said young Frank.

"He knows where to oil the pencil-sharpener," I added.

"Of course he's got to go," said Rufus.

"Go-go-go-go?" asked George. Miss Gymbol, Frank, and I, as if it had been written out for us with "together" placed hopefully in brackets.

"The Boys," said Rufus, "must be protected."

We looked to George as the only Boy present, in the modern meaning of the word (i.e. Member of His Majesty's Forces, as referred to by Sentimental Well-Wisher and Would-Be Champion). George moved from one foot to the other and pushed back an imaginary forage cap.

"You people know the bloke," he produced at last.

"It isn't the bloke, it's the Principle!" Rufus climbed on to his favourite hobby-horse.

"If you'd had a spell in Raf, my lad," said George, "you'd know that where a principle's bad for blokes, you get a new principle—not new blokes."

"But the principle isn't established yet."

"Then what's the fuss?"

We drifted back to our desks. To hear those two scrapping as energetically as ever they had done in the days of peace, it seemed as if the war must be already over, despite official pronouncements that the ship of state was not yet out of the wood.

"Hey, Mr. Barrington," I called to that gentleman, who had just come out of the Boss's room, "how long'd you think the war'll last?"

"I have not," he replied, "all the relevant data before me. A certain music-hall artist, I understand, has prophesied the end of this month as the date which will positively set fins to hostilities. On the other hand, official spokesmen have been more guarded in tone of late. If the information would not have lost all appositeness by Monday morning, I could, of course, ascertain Mr. Lyndoe's views."

You see what we meant about Mr. Barrington. Suddenly he swung round on his stool—a thing he never did; it makes trousers shiny.

"Do you think they'll keep me, now?" he asked, and to my surprise his mouth was wobbling a little beneath his trim grey moustache (an unheard-of thing in a local government office, where "Security of Tenure" as a rallying-cry would have as much point as "Water for All" in Manchester).

"It's the pension," he explained. "I've been working for four-and-a-half years—another six months would see me right."

I waylaid Rufus leaving the office that night.

"Mr. Barrington's five years older than he told us," I said. "If he gets the sack now, he may lose the value of four-and-a-half years' card-stamping. Whereas if we keep him for six months, till he's sixty-five—"

I shook Rufus. But in a moment he had recovered.

"Nobody," he said, "made the slightest protest about the dizzy dames."

When Civil Defence was stood down, the two rather merry grass widows who looked after it had been stood down too. Our only regret had been that we should no longer have their awful Example to hand whenever Miss Gymbol & Co. suggested the removal of the marriage bar.

"Either of them had as much right to be kept as Mr. Barrington," said Rufus triumphantly.

In the end, we decided to bring NALGO

into action. Mr. Barrington regularly paid his subscription to the Association, with the air of one buying a raffle ticket but knowing for certain that he will never win a prize. In the circumstances, we felt justified in calling a meeting without notifying him.

The meeting was split in two. One section, led a little intensely by Miss Gymbol, was of opinion that Mr. Barrington ought to be kept because (a) he needed the money and was a good worker, and (b) he was a much nicer man than some people who would like to see him thrown out, so there!

The other section, headed by Rufus, and tailed rather uncertainly by me, was of opinion that this matter must not be Let Slide.

"We are not unmindful of the circumstances," boomed Rufus. "I am prepared to move here and now that this department should urge the branch to urge the N.E.C. to urge the Government to put the Social Security Scheme into operation immediately for Mr. Barrington's benefit."

Loud and prolonged applause.

"But"—Rufus's cow'slick came forward in true oratorical fashion—"he must not qualify for his pension at the expense of unborn millions who are growing up with every expectation of entering local government service by legitimate examination channels!"—he paused for breath—"nor at the expense of the Boys in the Forces who are not here to speak for themselves."

(This last was a hit at George, who had declined to come to the meeting to represent the Boys. He said he had been honourably discharged, had got his job back and, as far as his ulcerated stomach would let him, was anxious to forget All That and settle down as a civilian).

The meeting decided, rather un-anuminously, that Rufus and Miss Gymbol should go as a deputation to interview the Boss and find out, if possible, what were his intentions regarding Mr. Barrington.

That interview, for some reason, was never reported back, although it was noted that on the following day Rufus bought himself a natty non-uniform coat, and had completely changed his ideas about Mr. Barrington.

"He's a decent old chap," he said tolerantly, "and he does put in a lot of hard grind. Anyone can see he's no intention of doing the dirty on the Boys."

It was only the other day that Miss Gymbol, rendered helpless by George's and my right thumbs placed one on each shift-lock of her typewriter, consented to spill the beans about the interview.

"The Boss," she said, "told us in strict confidence that the Council's post-war plans included the setting-up of a Public Negations Department. This will establish a link between the citizen and the local government officer, in that all applications from either source will be referred to a single department for—er—turning-down purposes."

"A decided advantage. Go on."

"The Boss," said Miss Gymbol primly, "felt that Rufus, with his uncompromising nature, would be eminently suitable for such work, and his appointment has been provisionally approved.

The devil it has!"

"The only drawback is that Rufus can't be spared for preliminary survey work in connection with his new post unless Mr. Barrington is retained meantime."

The vacancy created by Rufus's move would normally be filled by either George or myself. But now there's Mr. Barrington, sitting pretty, with a knowledge of all our jobs, and probably all out for promotion.

We agreed that Rufus ought to have stuck to his guns. Or, as George says, the meeting ought to have instructed him definitely to demand Mr. Barrington's removal.

Of course, there's nothing personal about it—it's the Principle of the thing....

* * *

Join the Army and Learn

Overheard in the shower bath as raw-boned private scrubbed at his clothes: "Boy, what a wife I am going to make for some gal when this war is over!"—*St. Louis Post-Dispatch*.

Less Than Somewhat

"Where the amount to which a pension may be increased is less than the amount to which the pension might have been increased had it been smaller, the pension may be increased to the latter amount."—Para 2 of an Army Order.

We once knew a soldier who was driven crazy by an Army Order like that. He just stood at the notice-board reading it over and over again until suddenly something went snap inside him and he started to run round and round the parade ground like an electric hare.

When asked by his commanding officer what he had to say in his defence, he broke down and cried like a child.

"When pension is less than it might have been had it been more," he sobbed, "then the amount that it should have been, had the decrease been smaller, makes it less than it ought to be and so the amount which it is isn't sufficient."

"Eh?" said his commanding officer. "What?"

"Oh, read Army Orders!" said the soldier, shyly removing his boots.

The officer then went to the notice-board and started to read the order for himself, but something suddenly went snap inside him too, and he also started to undress. In the end, both had to be discharged.

Naturally, the amounts to which their pensions were decreased were less than the amounts to which.... Or, to be brief, the officer received 9d. and the private 3d.

* * *

Obvious



"I don't see much of you these days, old man."

"No—I don't see much of myself."

* * *

Bureaucracy

Sir.—Might I suggest that it would seem to be more appropriate to finish an official letter by signing

You are, Sir,
"My obedient servant"

rather than the usual
"I am, Sir,
Your obedient servant."

—A. W. J. Davies (in a letter to "The Times").

* * *

Tomorrow's Candidates

In the future it may be possible by selective breeding to change character as quickly as institutions. I can foresee the election placards of 300 years hence, if such quaint political methods survive: "Vote for Smith and more musicians," "Vote for O'Leary and more girls," or, perhaps, "Vote for Macpherson and a prehensile tail for your great-grandchildren." We can already alter animal species to an enormous extent, and it seems only a question of time before we shall be able to apply the same principles to our own.

—J. B. S. Haldane in "Daedalus."

* * *

Hurricane Pilot

You have to expect the big winds in the wide-open spaces. In Texas, during Army manoeuvres, a boy came floating into camp near the Davis



Mountains. He was rather badly bruised, but didn't get much sympathy.

"What do you mean by coming down in a parachute with this hundred-mile wind blowing?" demanded an officer. "It's a wonder you weren't killed!"

When the private had pulled himself together, enough to speak he replied weakly, "I'd like to explain, sir. I didn't come down in a parachute—I went up in a tent!"

Readers Discuss Salaries, Demobilisation, and Women's Claims

"SMALL TOWN" SALARIES Do They Encourage Mediocrity?

LOCAL authorities of large towns normally appoint separate chief officers for each of their different functions; they can afford salaries adequate to attract well-trained experts. Local authorities of small towns lack the same financial resources, and, if they want to maintain the full range of chief officers and experts, must offer lower salaries.

This system usually works well, and most chief officers in small towns are efficient and capable. At the same time, a really first-class man will continue working in a small town at a low salary, only so long as he must. He is constantly looking and applying for a better paid post, and constantly suffers under the feeling (perhaps deludedly) that his job and ability merit higher remuneration. Sometimes the smaller authorities recognise this fact and are prepared to allow younger men to come to them for experience and then move on. The only alternative to frequent fresh appointments is for them to be content with officers who have given up the battle for promotion and are willing to settle even on an inferior salary. Does this mean a tendency towards mediocrity on the part of the smaller authority and of their officers? Do these officers eventually become disillusioned and dispirited? If so, it is bad for the town, its ratepayers and its officers.

This point should be considered in any re-organisation of local government. The chief officer in the small town has to obey the same laws and carry out the same functions as his counterpart in the larger areas. Is it right that lack of financial resources should either prevent him from earning his due, or force him eventually to become second-rate and uninterested?

Some experts say that the solution is the establishment of a local government service with national scales of salaries, on the lines of the civil service. The weaker authorities, financially, would then presumably receive some grant-in-aid towards their salary bills. Others say that the solution lies in the amalgamation of areas, so that each authority would conform to a minimum standard of size and resources and be able to afford salaries according to a decent national scale. Yet others contend that in the smaller areas certain jobs should be amalgamated (e.g. clerk and financial officer, surveyor and sanitary inspector), so that there would be fewer chief officers, but each would be paid the higher salary necessary to attract men of administrative ability. Finally, there are those who favour leaving things as they are. The smaller authorities, they maintain, provide a good training ground for the younger chief officers and do not suffer themselves, because there are always keen young men eager to obtain the status of a chief officer, and it does not matter that these men will want to move on in a short time.

I have talked about chief officers mainly, but the same arguments apply to all members of the local government service, down to the office boy. Any general level of salaries is governed from the top, and every member of the staff should regard himself as a potential chief officer until he is ready to give up the fight for promotion.

What are the views of my colleagues? Do they think any change is needed in the present method of paying officers what each local authority thinks the local market can afford, and particularly do they think that the system leads to mediocrity in the smaller authority?

R. E. DIXON.

THE DEMOBILISED MAN

"Ignore Service Rank"

MOST of us on joining the Forces believed that our fortunes would not be imperilled by those left behind. But now we find that our belief was too naive and that some are ready to make capital out of their share in this holocaust.

What determines promotion or commissioning in the Services has no relation to civilian life. Medical category often tells. Where, for example, Grade I might help in the Army, it is a disadvantage in the R.A.F. unless you are super AI (air crew), for commissioning is almost barred to you. Standards of knowledge and fitness change from time to time according to local needs, and we see men recently called, sometimes as sergeants, in a new trade barred to existing tradesmen. We all know, too, the difficulty of promotion, which means removal from a unit, if you are too valuable

to your own C.O. Trades, too, become redundant or expand unevenly, and the aspiring corporal of today may be forcibly remustered to a new trade tomorrow and compelled to start again at the bottom of the ladder. Establishment vacancies have little relation to current needs, but move often to some peacetime standard. If you are injured or have a spell of ill-health, your chance of promotion may be lost completely. All of us know, too,

people is the same as your own (or one of you that you are both 35 years of age and have the same educational background).

1. If you were a mother whose "saving money" was half-a-crown a week, would you, in August week, have a permanent wage or a day at the seaside?

As prizes, my wife will be glad to offer a cracked baby's bottle, and a pair of patchable trousers now too small for our youngest son. For consolation prizes I will supply secondhand copies of a book—"How to be Happy Though Unmarried" (with an appendix for childless married couples)—which, on retirement, I intend to publish.

Replying to Miss P. E. Wooderson's claim, in the October journal, that women are specially suited to work in health departments, I would say that few women without the experience of motherhood are enlightened and sympathetic enough to understand, yet alone to solve, family problems. It is the intrusion of frustrated women "careerists" into home affairs which lies behind the obvious failure of our social services to cure those evils in our system which are decaying the roots of family, communal, national, and international life.

FRANK E. KNIGHT.
2, Stanley Road, Ashford, Mddx.

Man's Role—and Woman's—

WHY all this controversy about the employment of women? I am sure neither sex wishes to wage a war against the other and there is no reason why they should if men and women are treated fairly. To achieve this, two important general principles should be applied.

- (1) The role of a man should be to earn a livelihood for himself and his family and the role of a woman should be to care for the home and family. Nature intended it to be this way and I am sure that the mass of the people agree; the minority who do not must fall in with the rest.

- (2) Equal services should earn equal pay. Between employer and employee this is just good business.

Given equal pay and equal opportunity to apply for jobs, men and women will be able to compete on an equal footing. The choice will be the employer's. He will doubtless prefer to train for the higher positions those who can be relied upon not to desert him on marriage or leave him temporarily during maternity. The "dead-end" jobs will thus continue to be filled mainly by women, and most of the women I have met prefer it this way.

A few women will wish to enter the professions, but if (as is unlikely) it is found that a working woman is robbing a man of his right to earn a living, then she should be charged with an additional income tax to provide adequate unemployment pay for the man she has displaced. In practice, such an additional burden would discourage women from taking up employment and the necessary balance between the employment of men and women would be maintained. Wembley Branch.

S. W. A. COOK.

—What Are They?

THE equal pay controversy could be easily solved were the traditional role of women to be adhered to—namely, to sit on downy couches reading light novels and enjoying the fragrance of beautiful flowers contributed by their admirers, while the adoring male, after earning the necessary money to keep his woman (or women) in the desired luxury, spent his evenings amusing and waiting on the woman (or women) for whom he has provided a household so equipped and staffed that she (or they) have no need to bend or thought or lift a hand to maintain its tranquillity.

Alternatively, the equal pay controversy could be easily solved were the traditional role of women to be adhered to—namely, that of labouring in the fields, bringing up children (in large numbers), cooking, cleaning, etc., maintaining order in the clan, tending the animals, doing the making and mending clothes, washing the clothes hand and foot, enduring constant punishment, curses and bodily chastisement without a word of complaint, sitting at the lazeney (or whatever was) and, when the clan removed itself to another grazing ground, rode upon the end

READERS' FORUM

Once again, many letters have been held over owing to shortage of space, but every effort will be made to publish them next month. Letters for the February journal must reach the editor, 24, Abingdon Street, London, S.W.1, by Jan. 17.

that financial difficulties hamper commissioning, home ties or responsibilities often determine posting, and military movement sometimes favours and sometimes disfavours chances to shine as a "climber." Physical fitness, in the Army especially, affects promotion, but prowess at sport or capacity as a bandsman also has its influence. A man whose hobby happened to be wireless or cars might earn rapid promotion in a specialist unit, whilst his colleague, though more widely read and experienced, would get left behind. The incidence of casualties at home or in the field often affects a man's Service ranking.

Is it realised, too, that any scheme to consider Service rank is bound to be to the detriment of our prisoners of war, who have missed all the "chances" whilst in captivity? Add to this the fortuitous original call up, with deferments and reservations, and the glorious picture is complete. We see a combination of circumstances, some favouring and others deterring a man's service rank, but none having any bearing on his civilian capacity. Complicate the position by age and it becomes clear that civilian capacity is the only test, and one we are all prepared to stand by on our return.

Don't let us cast doubts of fairness in the minds of our colleagues whilst they fight in the bloodiest part of the war. Let them do what they feel will be most useful for winning the war, without the worry of having to plan for promotion to safeguard their future life.

S. H. HASSELL.

Ability and Initiative the Test

A FAIR chance for all is definitely wanted—therefore, I trust the N.E.C. will ask local authorities, when inviting applications for vacancies, to take into consideration a man's ability and initiative (as is done in the Services)—not merely age and length of service as so often heretofore.

Regarding qualifications—an important point—some men have had more time to study for peace-time employment than others, and I think this, too, is worthy of consideration. I can, and do, deny that the accepting of a commission entails financial obligations beyond any of us—as so many of us have proved—and I presume the qualities of a good senior N.C.O. are just those to which I have referred.

S. A. DUNN (R.A.F.).

HANDS THAT WON'T ROCK CRADLE "Must Not Rule the World"

BECAUSE I do not wish my grandchildren and other folk's grandchildren to arrive in a world unfit to receive them, my alarm at, and impatience with, the obviously self-centred aims expressed by unloved and unlovable militant feminists may, perhaps be understood. I am not unmindful of the fact that there are sub-lime personalities to whom the gift of children has been denied, but who, nevertheless, are using their maternal and paternal instincts in noble work for posterity. But there are others whose hardbaked natures and "doughy" conceptions of the purpose of life cause misery to themselves and unhappiness to others. These indigestible females crying for the moon of what they imagine to be "equality" give so much pain to those who value home and family life that I venture to suggest that they might submit to "L.G.S." essays on the following and kindred subjects:

1. Is motherhood a "blind alley" job?
2. Compare your own worth to the community with that of a good mother of four children in a household where the total net income for six

orse (or donkey) whilst his wife (or wives) raged behind carrying all the household possessions.

The truth is, there is no "traditional role"—or, rather, there are as many as there are classes and countries.

SAUCE FOR THE GOOSE

TO A FAIR PROTESTER

"Grow a Skin Like Leather"

(Provoked by the protest of Miss L. Fairweather in the December journal at the publication of two jokes at the expense of women).

Now, L. G. SERVICE Magazine, you must be more discreet;

You've made a Kingston lady stamp her pretty little feet.

You're free to publish jokes on men and Scotties

fro' the heather—

But gags concerning women raise the wrath of Miss

Fairweather.

Of course we've joked about our fun when fire-watching with girls;

Just as we tease them every day about their dress and curls;

Thank goodness most of them can smile—so pull yourself together

And don't be narrow-minded, my dearest Miss

Fairweather.

It doesn't matter what you say—you cannot take a joke;

But don't forget, my Kingston friend, there's fire where there is smoke!

So don't get stormy over this—just grow a skin like leather;

You know we don't think you are fools, now don't you, Miss Fairweather?

Slough Branch.

C. E. P.

"Women Can Take It"

SURELY the women of the local government service are above a little leg-pull? What will happen to us, and to the country, for that matter, if we lose our sense of humour? Women are at last taking their place in the service, and it has taken nearly 40 years for them to do so. The pioneer and successful campaigner is always a target for the heckler. We women can take it. But we can also "ditch it out." Let us welcome the leg-pull, and more of it. In my opinion it will tend to enhance, not discourage, harmonious relations between men and women. After working for 16 years among men in the local government service, I find that a woman devoid of a sense of humour is ignored, and we are now at the point when we must not be ignored.

EDNA M. WINNEY.

Chairman, S.E. District

Reigate. Women's Sub-Committee.

"L.G.S."—OR "NALGOMANIA"?

The Journal You Want

WITH an air of delivering an important document of the "passed to you" variety, an office boy bursts in upon me with a neatly tied package. Its depressing exterior is all too familiar, but as I must assume that my conférences are only too anxious to read some more about "regionalism," I promptly sever the string and then forget all about 'em. Do I turn to "National Water Plan" or "How We Beat the Flying Bomb?" No, sir! "At Random," by Hyperion, has me in its thrall. The typist grabs her copy, turns to the same page and then, utterly forgetful of "Ethics for the Officer" (see page 2 of NALGO Diary), we blissfully and blatantly defraud the ratepayers of ten minutes' working time.

Now, be honest, chum! Isn't that what goes on in your office?

If by lunch-time (a) the weather is still bellying the calendar, (b) funds are low, and (c) the office boy has "lifted" my store of "Miss Blandish's,"

I decide it is a good idea to stay in for lunch and make a really serious effort to study "L.G.S." seeing I'm supposed to be my department's representative. But first I find there's a bit of preparation to be done if I'm not to be diverted from this noble endeavour. So I turn the face of my "pin-up girl" to the wall, chuck the newspaper away lest I should be tempted to do the crossword or fill in the football pools, do a spot of meditation on the mysteries of Whitleyism, Yoga fashion, and then sit squarely in my office chair, grasp the journal firmly, turn to page 1 and begin. Two or three lines of closely printed matter about "town planning," or what not, and my attention begins to wander; I think I'll have a look at the advertisements. Perhaps if I went in for one of those correspondence

courses I might earn £2,000 a year one day and be able to buy a fur coat for my wife advertised on the same page. Seems a lot of work, though! Perhaps I've a "literary bent"! Judging by the foregoing, perhaps not! . . . (Row of dots to indicate lapse of time, as used by H. G. Wells and other famous writers.)

Crikey, what's that? The town hall clock striking two and I haven't read that article on "Drainage Systems I Have Known." I must have another "go" at it to-morrow, (a), (b) and (c) (see above) permitting!

And the moral, if moral there be! Why "LOCAL GOVERNMENT SERVICE"? What about "JOURNALGO" or "NALGOMANIA"? Zip up the title! Paper and space are short, lord knows, but why cram what there is? Why three columns on a page instead of two? Cut out some of the articles and use larger print. Banish printing matter from the front page and use a cartoon (or even portraits of NALGO's "old sweats" who have grown hoary-headed in the service!). Why not a "strip cartoon" inside? Must be plenty of talent in NALGO. Don't have so much "planning" stuff.

Finally, make the blighters pay the 3d. that is the ostensible charge for the journal. As Bernard Shaw says, people will rarely read books that haven't cost them hard cash.

Walthamstow. F. A. G. THORNE.

Do members really want a journal that will distract them from pin-up girls, crosswords, pools, and "Miss Blandish"?" Is the intellectual level of the local government service that of the strip cartoon? Are we wrong to credit you with intelligence and an interest in the problems and future of your job? It's your journal: you pay the piper, so you can call the tune. What should it be?

Tribute to "Jackass"

DURING the vicissitudes of recent years, the monthly contributions of "Jackass" have given much pleasure to many readers of LOCAL GOVERNMENT SERVICE. The peripatetic errands of officials and members of the Much Cowslip Council have illuminated many phases of official life otherwise enshrouded in obscurity, and from time to time caused us to meditate on fundamental things. The preambles to many of the articles were a particular delight.

Although we must bid farewell to "the Clerk" and his immortal company, their prototypes remain in our midst. "It is a work of supreme mercy," wrote Miguel de Unamuno, "to awaken the sleeper and to shake the sluggard, and it is a work of supreme religious piety to seek truth in everything and to expose fraud, stupidity, and ignorance wherever they may be found." To this end "Jackass" has served his fellows faithfully and well.

Liverpool. JOHN M. REDHEAD.

—and a Brickbat

IN an article on branch magazines in the October journal, a writer calling himself "Jackass" mentioned that the National Executive Council had approved in principle a scheme to improve LOCAL GOVERNMENT SERVICE into a publication fully representative of the service.

Turning over the page, I came across another article by "Jackass." This was presumably meant to be humorous, but I have not read such a conglomeration of "tripe" for many a long day. Had it been subtle or witty, it might have appealed to some, but, in my opinion, it was an insult to the intelligence of your readers.

I suggest that one step the N.E.C. might take to improve the journal would be to cut out all so-called funny articles by the writer referred to. I have been a member of NALGO for more than 20 years and have long felt that some of the articles underrate the intelligence of their readers.

11, Dee Ford Avenue, JOHN REED, Chester.

TRANSFERS TO ASSISTANCE BOARD Qualified Officers Rejected

IN your comment on the letters from V. L. Culshaw and W. G. David in the December journal, you write: "There is no evidence that any well-qualified local government officer who wished to transfer [to the Assistance Board] was not in fact taken over." I suggest that it would be very easy to accumulate a mass of such evidence.

Of those who applied in the Merseyside area, eight were interviewed for the rank of area officer. They comprised one deputy public assistance officer, one senior clerk, one adjudicating officer,

(Continued on next page)

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and five relieving officers. All had considerable experience; all had the relieving officers' certificate; and among them they held the following academic qualifications: One honours LL.B., one inter. B.Sc., and four diplomas in public administration. Of the others, one had passed part of the D.P.A. examination, and the odd one had exceptional experience. The oldest was then 38.

Of these applicants one was appointed and, in addition, a few minor appointments were given to applicants in the area. Many applicants (in all grades) were not even interviewed.

At the same time many officers of the Assistance Board were promoted to fill vacancies created as a result of the new Act.

It would be fantastic to suggest that none of the seven unsuccessful applicants I mention was a "well qualified local government officer" and, although I cannot quote figures, I think it will be found that a similar position arose everywhere.

On this occasion considerable redundancy was avoided by the employment of staff on additional duties arising from war conditions, and by the call-up of the younger officers, but such a position will not arise again, and if many local government officers are not to find themselves left in the air after the passing of the National Insurance Act, a far more satisfactory safeguard will be required this time.

Liverpool Branch.

R. O.

"Given a Raw Deal"

WHEN supplementary pensions came in, social security staffs were given a raw deal, and within the limited circle of my experience I found members of the Association very cut up about it. In the December journal you say that there is no evidence that any well-qualified local government officer who wanted to transfer was not in fact taken over. But was such evidence sought? I can give you the following:

1. Three candidates for transfer to the not excessively important post of area officer were interviewed on the same day. One got a post, one (a B.A. (Com.) and D.P.A.) was rejected, and the third (myself), not without some qualifications and experience, was also passed over.
2. Out of 30 candidates in a near-by town, only two were successful.
3. In my own area, only men reasonably remote from call-up (i.e. over 30) were taken. Thus, those left were forced to add to the redundancy problem to be faced by the employing authorities.

I appreciate that the interviewing panels would have an answer to criticism, but on the above facts, added to little ebullitions of pride occasionally emanating from those in possession, one is forced to agree with those who think we got a raw deal and are apprehensive of one even more raw.

This matter is as vital as has ever been before NALGO, and thousands of my colleagues are anxious for the Association to pursue operations and, rather than merely follow up, to inaugurate a complete, critical and, if needs be, candid attack.

3, King Street, Wigan. C. H. EXLEY.

SOCIAL INSURANCE SCHEME

NALGO Must Define Policy

THE informative article by Mr. W. O. Dodd, on the Government's social insurance policy should make all local government employees think seriously. The effect on our superannuation will be crucial. The results of paying to both schemes are good, but will be expensive for the lower salaried men, and some modifications will be needed. NALGO must press for measures to protect our superannuation scheme, and, at the same time, allow us to secure the proposed State benefits. Exemption certificates must be abolished. Branches must discuss this question and have plans ready.

LOOKING AHEAD.

As is reported on Page 246, N.E.C. policy is to seek for every existing officer the option to retain his present superannuation rights in full, together with the pension to which he will be entitled under the scheme, and to get the best possible terms for future entrants to the service.

Dismissal Danger

THE statement that the N.E.C. is seeking an amendment of the Superannuation Acts to provide for the right of an officer to retire at 60, irrespective of years of service, will give satisfaction to many members. But how do we and other classes of public servants, such as public assistance officers and police, stand in relation to the national security scheme for retirement at 65?

Further, cannot something be done to protect the officer with 30 or more years' service against dismissal, on the ground that he is no longer needed, as he approaches pensionable age, with the result that he gets only his contributions to the superannuation fund, plus interest?

The suggestion in your footnote to "London Member's" letter in the October journal, that an officer might retire on pension at once if he could produce a medical certificate showing that he was unable to discharge his duties by reason of permanent ill-health or infirmity of mind or body, could work to his disadvantage. If the officer had hitherto been working satisfactorily despite physical handicaps or hardships due to victimisation or unfair treatment, for which he has had no redress, the local authority might argue that the certificate had been produced to nullify its intention of discharging him without a pension.

"SOUTHERN."

NALGO is strong enough today to protect any member against unfair dismissal or victimisation, and any member threatened with either should seek its aid, through his branch.

PENSIONERS' PLIGHT

"Ignore Private Income"

WHILST I agree with every word "A Pensioner" writes (December journal) about the "iniquitous means test" to which we superannuated officers are now being subjected just to obtain a very small addition to our pensions to compensate us for the increased cost of living, I recognise that it is inevitable when the Act imposes an income limit.

What is wrong is the innovation of making an official's private income a factor in what shall be paid to him as a pension. The original superannuation granted by the Act of 1922 had no such principle behind it, otherwise some well-to-do officials would have had no pensions at all.

Pensions are a statutory right granted for past services and any addition to them owing to the change in the value of money should be granted on the same principle as the original Act (possibly varying the percentage with the size of the pension). That would have done away with the "iniquitous means test."

I shall hope that after December 31, 1945, NALGO will get better terms for me—if I am still here.

St. Pancras.

A. G. EDWARDS.

"Pension Cannot be Varied"

I WAS interested to learn from the December journal that I am not the only pensioner who is debarred from participating in the Pensions (Increase) Act, 1944. But some of my colleagues have received a further setback inasmuch as the county authority under which we were employed decided, early in 1944, to increase the fraction allowed for non-contributory service from 120ths to 60ths. When my monthly cheques did not give effect to this decision I raised the matter with the treasurer and he replied that he had been advised by the clerk of the council that when a pension had already been fixed it could not be varied in law, so once again those of us who have neither received a bonus nor anything else have had to tighten our belts still further to enable us to meet the increased cost of everything. County accounts are audited by Government auditors, but I have heard of a municipal authority which, having increased the non-contributory fraction to 90ths, is paying this fraction to all pensioners. Now that it seems to be the practice gradually to increase the non-contributory fraction it would appear that a large number of old pensioners will receive a shock if the decision of our clerk is to be applied elsewhere.

ANOTHER PENSIONER.

Non-Contributory Service

WE read in LOCAL GOVERNMENT SERVICE from time to time that this or that local authority has decided to pay 60ths instead of 120ths for non-contributory service, but what about those local authorities which refuse?

Many officers with more than 50 years' service have had their pensions fixed on the basis of 120ths for non-contributory service and can increase their pensions only by submitting to a "means test" under the Pensions Increase Act 1944, to get a possible 10s. more a week. Is this fair?

THIRD PENSIONER.

"Years of Training Should Count"

ARE any steps being taken by NALGO to get justice for medical officers and nurses retiring under the Superannuation Acts?

At present, it is not possible for these officers to enter local government superannuation scheme at the commencing age of 18 years, because they must be fully trained before they can enter the service, whereas all other officers—town clerk, engineers, accountants, etc.—can take the training while in the service.

Medical officers are particularly hardly treated since not only are they unable to enter the service until they are 27 or over, but also they have heavy fees to pay for their training.

Some nurses may be able to take their training in a local authority hospital, but health visitors must take their training elsewhere.

It seems only fair that years should be added to the pensionable years of service of both these types of officers. In the case of nurses, from three to five years should be added when necessary, and medical officers should have from seven to ten years added. Even then, very few would be able to complete 40 years' service by the time they were 60, as can all other officers.

An example illustrates the position. In certain towns, a medical officer of health and a engineer reached 65 years of age within a few months of one another. The engineer entered the service at the age of 18 and took his examination and qualified while in the service. The medical officer, after qualification, took his D.P.H. and did resident appointments at a general hospital, children's hospital, and fever hospital, and entered the service at the age of 29. His salary was somewhat higher than that of the engineer throughout their service, but his pension was £150 less.

This is obviously unsatisfactory and unfair. What is being done about it? If anything is done, it should be retrospective.

"ROCAGER."

CONFERENCE DELEGATES

"Spread the Privilege"

YOUR announcement of the plans for the 1945 Conference brings to mind the oft-recurring resolution of branch executive committees in electing delegates. The usual delegates attend Conference year after year and the prospect of holiday resort being chosen next year will reinforce their determination to maintain the prerogative. Many of these august personages indeed, would regard it as a personal affront were other delegates even to be proposed, and members are thus discouraged from incurring the wrath of the "chair" by so doing.

Surely the privilege, at least occasionally, should be spread around? In how many branches do the assistant secretary, the public relations officer, the treasurer, and numerous ancillary correspondents get an opportunity of attending Conference and making very desirable contacts and companion notes? In very few, I fear.

Cannot authority drop a hint to branches to consider this?

"ALL CHANGE."

GRADUATES IN THE SERVICE

Efficiency Should be Only Test

THE very heading of Peter Glynn's article "We Must Make Room for the Graduate" strikes a false note in the democracy which he cites. Why "make room" for the graduate and not for the secondary school scholar? Let each and all enter, remain and advance in the service by virtue of efficiency and not by "make room" for the secondary school scholar? I hope NALGO (and that means individual members) will keep a keen eye open for any semblance of "making room" in the service, and not allow the Free Trade of service efficiency to be canalized by Protection of certain interests, for the sake of service dignity.

G. E. RIVERS.

Exeter.

Devon C.C. Staff Association

AN EMBARRASSING ECONOMY

Notification by Postcard

THE practice of informing unsuccessful candidates for appointment of their failure in an unsealed envelope is rightly described by "Applicant" as unmannerly. Several times recently, I have received sealed postcards, and as I live in a small village this is very helpful.

What are the reasons for this paltry way of ending the story? The first that springs to mind is lack of education, but as one of my informants was a town clerk, this would appear to be groundless. I suppose the real reason is that the parsimonious attitude of most councils gets into the blood of some officials, and this, together with the lack of consideration for others that prevail today, is responsible for this undignified and softening the blow.

C. M. DODD.

WORLD EVENTS BROUGHT TO LIFE



Share it with your Friends

256 2,822 Names Now on Roll of Honour

UP to the date of going to press, the Roll of Honour contained the names of 2,822 members of N A L G O. The record is:

IN H.M. FORCES

Killed or Died on Service	1,042
Missing	559
Prisoners	556
Escaped Prisoners	20
Repatriated Prisoners	20
Decorated	335

ON THE HOME FRONT

Killed	77
Decorated	223

This month's additions to the list are:

H. M. Forces

KILLED OR DIED ON SERVICE

Boagey, Cpl. M. M., electricity dept., Redcar.
Gould, Sgt. R. W., D.C.L.I., cleansing dept., Ealing.
Halstead, Lt. P., R.E., surveyor's dept., Ramsbottom, U.D.
Luxton, Signm. H. J., R.N., engineer and surveyor's dept., Camberwell.
Mason, F/Lt. C. V., R.A.F.V.R., clerk's dept., Leeds.
Milton, Sgt./Nav. A. W., 23, R.A.F., transport dept., Manchester.
Parker, F/Sgt. F., R.A.F., electricity dept., Croydon.
Pratt, J. T., R.E., surveyor's dept., Taunton.
Richardson, Lt. F. H., treasurer's dept., Boston.
Trevett, Lt. S. J., Dorset Regt., weights and measures dept., Dorset C.C.
Wyatt, Pte., J. H., assistant relieving officer, Peterborough.

MISSING

Gone, F/Sgt. P. J., R.A.F., clerk's dept., Surrey C.C. (presumed killed).
Grace, Sgt. L. P., R.A.F., buildings dept., Surrey C.C. (presumed killed).
Gurr, F/Sgt. D. C., R.A.F., electricity dept., Hastings.
Hawes, Sgt. W/O., S., R.A.F., surveyor's dept., Castleford U.D. (presumed killed).
Musgrave, P/O., W. G., R.A.F., libraries dept., Redcar.
Palmer, D/Coder F., R.N., engineer's dept., Croydon (believed drowned).
Ware, Sub/Lt. K. M., R.N.V.R., treasurer's dept., Taunton (presumed killed).
Watson, Sgt. A/G., R., 19, R.A.F., sanitary inspector's dept., Falkirk (presumed killed).
Williams, Petty Officer F. J., R.N., engineer and surveyor's dept., Hammersmith.

PRISONERS OF WAR

Astley, F/O., S., R.A.F., health dept., Oldbury (in Germany).
Atkinson, Lt. L., Paratroops, finance dept., Ashton-in-Makerfield (in Germany).
Broadley, Gdr./Sgt./P. D., engineer's office, Dumbarton.
Brown, Sgt. P., R.A.F., clerk's dept., Boston (in Germany).

B. & O. Fund Sent Christmas Cheer to Many

"To be remembered by the Association in my illness touches me greatly. Words do not come easily to express all I would like to say, but please accept an invalid's sincere gratitude for your great kindness. . . ."

"I have not been blessed a lot with this world's goods, but you have made it possible for me to live, and made it a brighter world to live in"

"There is not much in the world at present to feel cheerful about, but your letter certainly made me feel so"

The above are extracts from three of the many letters received at Headquarters from Benevolent and Orphan Fund beneficiaries to whom—since it was impossible to obtain the usual parcels—the Fund this year sent cash gifts of £1 to those living alone, 25s. to those with one or two children, and 30s. to those with three or more children. In all, 316 gifts were sent, at a cost of £355.

Branches should accept them as personal expressions of gratitude for the fine work they are doing to raise yet more money for the Fund. Recent contributions include:

£52 16s. 11d from Sutton Coldfield—part proceeds of a dance held on behalf of the Fund and the local branch of the Prisoners of War Relatives' Association; £60 14s. 6d. from Salop County,

Jones, Sgt./Gdr./P. D., 20, highways dept., Manchester.

Ransom, S./Sgt./Gdr./P. H., treasurer's dept., Hastings.

*Smith, L/Cpl. T., Royal Corps of Signals (1st Airborne Division), treasurer's dept., Leigh.

REPATRIATED PRISONER

Simmons, Capt. A. D., R.E., 3rd class clerk, P.L.A.

ESCAPED PRISONER

*Clark, L/Bdr. K. C., 26, surveyor's dept., Clacton U.D.

*Previously reported missing.

*Previously reported prisoner.

AWARDS TO MEMBERS

D.S.C.

Turner, Lt. E., R.N., treasurer's dept., Bradford, for gallantry, skill, determination, and undaunted devotion to duty during the landing of Allied forces on the coast of Normandy.

M.C.

Hamilton, Capt. N. L., 31, Yorks and Lancs Regt., public assistance dept., Stafford C.C., for gallantry in operations in Italy.

SCOTTISH NOTES

ATTENDANCES at branch annual general meetings are not the exhilarating experiences they should be. Rarely is there an atmosphere revealing purposefulness, and the annual report is usually accepted whether or not it shows local activity.

The agenda seems invariably to be a dull programme of routine appointments. Efforts to enliven the meetings by the discussion of well-considered motions dealing with vital service problems are few and far between. And yet the "A.G.M." is the one meeting which belongs wholly to the members of a branch.

If attendance is a measure of interest in the affairs of N A L G O, then it provides a sad commentary on the extent of individual enthusiasm. At sixteen meetings attendances varied from 8½ to 45 per cent of the membership—the highest in the newer branches, the lowest in the older and biggest. There is apathy in Scotland.

The causes are not easy to find, for the Association has made steady progress especially during the war. It has surmounted difficulties not experienced in any other district. Problems are being tackled which will help in improving conditions. The driving force which should be provided by the ordinary member is, however, not evident.

It may be that there is a readiness to believe that the Association is doing its job well and that, beyond the regular payment of subscriptions, there is nothing more the individual member can do. Such an attitude is not good enough.

D.F.C.

Button, Sqdn./L. J. C., R.A.F., Smethwick. This officer leads a squadron which has achieved conspicuous successes. Before the landings in Normandy he took part in attacks on heavily defended Radar stations, the elimination of which was vital to the success of the landings. Since then he has led many attacks on ground targets including ammunition dumps, bridges and transport. His brilliant leadership and selfless devotion to duty have been an inspiration to all members of the squadron. Sqdn./L. Button has also been awarded the American D.F.C. Heddon, J. D., treasurer's dept., Wallsend— for gallantry and devotion to duty in air operations. Throughout his many operations flights, F/O. MacArthur has proved himself to be an outstanding member of aircraft crews and his cool courage, coupled with his determination, has contributed in a large measure to the success of many sorties.

D.S.M.

Scrivener, Lt./Sqn. C. P., R.N., engineer's dept., Hastings.

M.M.

Gorham, Sgt. C. E., county accountant's dept., West Suffolk C.C.

Branch Apathy a Serious Bar to Continued Advance

The branch is an integral part of the Association; indeed, the strength of a branch measures the strength of N A L G O. The branch is, should be, the originator of policy. The composite demands of branches determine the policy of the Association on both major and minor issues.

The branch executive, the district committee and the National Executive Council are the main instruments of policy. They must be adequately informed if they are to fulfil their true purpose. They can be informed only if individual members use their branch meetings properly.

Not only does the inactivity of members less N A L G O's influence on local authorities and weaken its power in other directions, but it permits gaps in our membership—gaps which provide other organisations with the opportunity to infiltrate and divide our ranks.

The complete recruitment of all eligible officers into the Association is not only essential but desperately urgent if we are to secure effective authority in the J.I.C.—which is now going to be a far more important organisation than it has been in the past. The new legislation providing for the establishment of wages councils will give a new status to Whitley councils. Their decisions will have much greater weight; they will possess authority.

Our difficulties so far have been due to our inability to pursue our own policy on the J.I.C. owing to the fact that we have not got a majority on the employees' panel. That handicap must be removed. Our ability to increase our representation will be determined by our Association membership. The greater our membership the more unassailable will be our claim.

Branches, therefore, can help us to achieve all our aims. Individual members can strengthen the Association by themselves recruiting at least one colleague during the coming year, and by using the branch annual or quarterly meetings intelligently and with determination.

These are days which call for leadership. Leadership comes from the bottom, not the top. The stimulus to good leadership is in the hands of individual members. They are the driving force behind our leaders. Theirs is the responsibility for the future of N A L G O.

INSTITUTE OF MUNICIPAL TREASURER AND ACCOUNTANTS (INCORPORATED)

EXAMINATIONS—JANUARY, 1946

The regulations relating to the next examination of the Institute which are to be held in January 1946, are now available and may be obtained free of charge, from the Secretary, 1, Buckingham Place, Westminster, London, S.W.1.

These regulations contain full details of the concessions which will be granted by the Institute Council to candidates who have served or are serving in the armed forces of the Crown or the Merchant Navy.

Society for Educational Psychologists

EDUCATIONAL and child psychology is a new section of local government work which seems likely to have an expanding future, as its uses and possibilities are recognised. Hitherto, workers in this field have had no professional organisation of their own, but one has recently been formed by the British Psychological Society, called the Committee of Professional Psychologists (Mental Health), and it is open to members of the British Psychological Society who have an honours degree in psychology or its equivalent and who have completed a full training course at a recognised training centre or who have obtained commensurate experience in the field.

Though barely a year old, the committee, which at present has about 60 members, has established standards of qualification, drawn up an outline training scheme, and begun an inquiry into fees and salaries.

Members interested should write to the secretary of the committee at Tavistock House, South, Tavistock Square, London, W.C.1.

Lectures on Catering

Members interested in catering work are invited to attend a course of ten lectures on "Nutrition and its Application to Large-Scale Catering," to be given by Dr. S. J. Cowell, Professor of Dietetics at the University of London, at the Royal Society of Arts Library, John St., W.C.2, at 3 p.m. each Friday, beginning January 19. The fee is two guineas, and details and tickets are obtainable from the Secretary, National Society of Caterers in Industry, 83 Pall Mall, S.W.1.

Congratulations to—

J. W. Hawcroft, borough surveyor, Kidderminster, a former secretary and president of Kidderminster branch, on his retirement.

Ernest Moore, on his election as president of Halifax branch, of which he was a founder-member in 1907, after completing 30 years as branch secretary. Mr. Moore is continuing in the secretoryship.

F. B. Sissons, on completing 38 years as treasurer of York branch, from which post he has just resigned.

Salaries and Service Conditions

NORTH-WESTERN AND NORTH WALES
Ulverston R.D. has agreed to make 120ths up to 60ths for non-contributory service.

NORTH-EASTERN

The provincial council sick pay regulations have been adopted by Middlesbrough and Newcastle-upon-Tyne C.B.s, Berwick and Hartlepool B.s, and Felling and Longbenton U.D.s.

Billingham U.D. has adopted improved salary scales, slightly better than the provincial council scales for men and women officers.

The provincial council appeals committee on a joint submission by the Association and Middlesbrough C.B.s has awarded that the salary of the chief weights and measures inspector be increased to £500 p.a.

Sedgefield R.D. has adopted an award by the appeals committee for the regrading of rating officers.

A new branch has been formed by the staff of the Tees Valley Water Board.

Cost of Living Unchanged

The Ministry of Labour cost of living index remained unchanged last month at 201, representing an increase of 29.7 per cent since the outbreak of war.

NALGO Addresses

Headquarters (all departments)—The General Secretary, NALGO, 24, Abingdon Street, London, S.W.1 (Telegrams NATASSOC, Parl, London; Telephone Whitehall 9351).

District Officers: **Metropolitan**—T. M. Kershaw, 27, Abingdon Street, London, S.W.1 (Whitehall 9351). **North Western and North Wales**—W. Cecil Wood, 2, Mount Street, Manchester 2 (Blackfriars 7668).

Yorkshire—N. M. Woodcock, 12, East Parade, Leeds (Leeds 24861). **North Eastern**—W. J. Upton, Milburn House (A), Dean Street, Newcastle-upon-Tyne (Newcastle 24900).

East and West Midlands—J. E. N. Davis, 14, Earlsbury Gardens, Birchfields, Birmingham 20 (Birchfields 5123).

Eastern—F. Thomas, 54, New Street, Chelmsford (Chelmsford 4347). **South Eastern**—A. Proctor, Star House, Pudding Lane, Maidstone (Maidstone 4428).

Southern and South Western—D. H. J. Newman, 16, The Crescent, Taunton (Taunton 2779).

South Wales and Monmouthshire—A. H. Geary, 11, Park Place, Cardiff (Cardiff 1646). **Scotland**—J. L. Robson, 67, West Nile Street, Glasgow C.I. (Douglas 0404).

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